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<b>YEAR WISE CPI POINTS LIST</b>	
<b>SL. NO</b>	<b>SCHEDULE OF EMPLOYMENTS</b>
1.	Employment In Agriculture -Agricultural Works
2.	Aerated Water Manufacturing Industry
3.	Agarbathi Industry
4.	Arecanut (Supari)
5.	Automobile Engineering (Including Servicing And Repairing Works)
6.	Bakeries
7(a).	Beedi Making Tobacco Industry
7(b).	Tobacco Industry- Tobacco Processing
8.	Biscuit Manufacturing Industry
9.	Brass, Copper And Aluminium Utensils Manufacturing Industry
10.	Bricks Industry
11(a).	Wood Work Including Carpentry Industry And Saw Mill Industry
11(b).	Wood Work Including Match Works (Match Box) Industry
11(c).	Wood Work Including Plywood Industry
11(d).	Wood Work Including Timber Depot
11(e).	Wood Work Including Veneer Industry:
12.	Cardamom Malais And Cardamom Gardens
13.	Cashew Industry
14.	Ceramics, Stoneware And Potteries Works
15(a).	Plantation Labour - Chincona, Rubber, Tea Or Coffee Plantations
15(b).	Plantation Labour - Chincona, Rubber, Tea Or Coffee Plantations (Non-Staff)
16.	Chemical Industry
17.	Clubs
18.	Coffee Curing Works
19.	Confectionery Industry
20.	Cotton Ginning & Pressing Manufacturing
21.	Construction Or Maintenance Of Roads Or Building Operations
22.	Domestic Workers
23(a).	Electronics & Electroplating : Electronics
23(b).	Electronics & Electroplating - Electroplating
24.	Employment not covered in any of the scheduled employments
25.	Engineering Industry
26.	Film Industry
27.	Fishing, Fish Curing, Fish Peeling And Frog Legs Exporting
28.	Food Processing, Packing Of Food Products (Including Coffee, Tea & Spices)
29.	Forestry & Timbering Industry
30.	Industry Foundry (With Or Without Machine Shafts)

31.	Glass And Glassware Industry Foundry (With Or Without Machine Shafts)
32.	Granite Stones And Marbles Industry Glass And Glassware Industry
33.	Handloom & Power loom (Cotton) Industry
34.	Hospitals And Nursing Homes
35.	Hostels
36.	Hotel Industry
37.	Ice Factory And Cold Storage Industry Hotel Industry
38.	Khandasari Sugar Industry
39.	Laundry Industry
40.	Manufacturing of liquor (Breweries), Distilleries, Including Bottling Of Liquors
41.	Manufacture Of Ayurvedic And Allopathy Medicine
42.	Mandakki Bhatti
43.	Metal Rolling And Re-Rolling (Ferrous) Industry
44.	Metal Rolling And Re-Rolling (Non-Ferrous) Industry
45.	Mini Cement Plant Industry
46.	Mosaic Tiles, Flooring Tiles Or Glazing Tiles Manufacturing Industry
47.	Oil Mills
48.	Petrol And Diesel Oil Pumps Industry
49.	Plastic, Poly plastic, Rubber And PVC Pipes Manufacturing Industry
50.	Printing Industry
51.	Private Finance Corporations & Chit Funds
52.	Private Safai Karmachari
53.	Procurement, Processing And Distribution Of Milk
54.	Public Motor Transport
55.	Pulp Papers, Paper, Card Board, Straw Board Including News Print
56.	Rice Flour Or Dhal Mills
57.	Rubber Products (Including Foam And Coir Rubberised Products) Industry
58.	Sales Representatives In Medicine Professionals, Consumer Items And Service
59.	Security Agency (Industries Where Office Staff Appointed By Such Agency Including Security Guards)
60 (a).	Sericulture
60(b).	Sericulture
61.	Shops And Commercial Establishments
62.	Spinning Mills Industry:
63.	Spun Pipes, Concrete Pipes, Sanitary Fittings, P C C, R C S Poles And R C C Pipes Manufacturing Industry
64.	Steel Almirahs, Tables, Chairs And Other Steel Furniture Industry
65.	Stone Breaking & Stone Crushing
66.	Tanneries And Leather Manufacturing
67.	Tailoring Industry:
68.	Textile (Silk) Industry
69.	Tile Industry
70.	Toddy Tapping
71.	Urban Local Bodies /Town And Village Panchayats

**CONSUMER PRICE INDEX IN KARNATAKA**

<b>YEAR</b>	<b>CPI POINTS</b>	<b>VDA PAYABLE DURING THE YEAR</b>	<b>DIFFERENCE OF CPI POINTS FOR THE YEAR</b>
1990	976 Points	01.04.1991 to 31.03.1992	68 Points
1991	1167 Points	01.04.1992 to 31.03.1993	191 Points
1992	1309 Points	01.04.1993 to 31.03.1994	142 Points
1993	1394 Points	01.04.1994 to 31.03.1995	85 Points
1994	1513 Points	01.04.1995 to 31.03.1996	119 Points
1995	1700 Points	01.04.1996 to 31.03.1997	187 Points
1996	1836 Points	01.04.1997 to 31.03.1998	136 Points
1997	1980.5 Points	01.04.1998 to 31.03.1999	144.5 Points
1998	2150.5 Points	01.04.1999 to 31.03.2000	170 Points
1999	2252.5 Points	01.04.2000 to 31.03.2001	102 Points
2000	2329 Points	01.04.2001 to 31.03.2002	76.5 Points
2001	2397 Points	01.04.2002 to 31.03.2003	68 Points
2002	2491 Points	01.04.2003 to 31.03.2004	94 Points
2003	2601 Points	01.04.2004 to 31.03.2005	110 Points
2004	2703 Points	01.04.2005 to 31.03.2006	102 Points
2005	2822 Points	01.04.2006 to 31.03.2007	119 Points
2006	2967 Points	01.04.2007 to 31.03.2008	145 Points
2007	3196 Points	01.04.2008 to 31.03.2009	229 Points
2008	3528 Points	01.04.2010 to 31.03.2011	332 Points
2009	3944 Points	01.04.2010 to 31.03.2011	416 Points
2010	4284 Points	01.04.2011 to 31.03.2012	340 Points
2011	4624 Points	01.04.2012 to 31.03.2013	340 Points
2012	5075 Points	01.04.2013 to 31.03.2014	451 Points

## **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.

## 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: 5075 - 2967 =2108points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### 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
<b>CATEGORY-A</b>					
1	Up-rooting				
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 VDA <b>Total</b>	100-00 72-97 <b>172-97</b>	100-00 72-97 <b>172-97</b>	100-00 72-97 <b>172-97</b>
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	Basic	100-00	100-00	100-00
25	Transportation of Manure	VDA	72-97	72-97	72-97
26	Feeding Manure	<b>Total</b>	<b>172-97</b>	<b>172-97</b>	<b>172-97</b>
27	Feeding Chemical Manure				
28	Trimming the seedlings mixing Chemical Manure				
29	Winnowing				
30	Cleaning				
31	Other works				
32	Transplanting in dry land				
33	Irrigation				
34	Plucking (in cotton crops)				
35	Tandu Leaves (Beedi Leaves)		30.00	30.00	30.00
	<b>CATEGORY: B</b>				
1	Watching over the Birds				
2	Driving out Birds from eating the crops				
3	Grazing cows and washing the cattle	Basic	100-00	100-00	100-00
4	Grazing cattle, sheep and goats	VDA	72-97	72-97	72-97
5	Poultry and piggary farm works	<b>Total</b>	<b>172-97</b>	<b>172-97</b>	<b>172-97</b>

<b>CATEGORY: C</b>					
1	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	Basic	100-00	100-00	100-00
		VDA	72-97	72-97	72-97
		<b>Total</b>	<b>172-97</b>	<b>172-97</b>	<b>172-97</b>
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)				

**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: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### **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	1357.20	1357.20
		<b>Total</b>	5688.20	5618.20
3	Salesman	Basic	3983.00	3949.00
4	Clerk	VDA	1357.20	1357.20
5	Driver	<b>Total</b>	5340.20	5306.20
6	Soda Manufacturer			
7	Assistant			
8	Helper	Basic	3725.00	3714.00
9	Mazdoor	VDA	1357.20	1357.20
10	Bottle Cleaner	<b>Total</b>	5082.20	5071.20
11	Bottle Distributor			

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

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

**V.D.A :** In addition to the basic wages, all Category of Employees in the state shall be paid 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: 5075 - 3196 = 1879 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

#### **SCHEDULE**

Sl. No.	Class of Employment	Minimum rates of Wages payable per 1000 bathis		VDA Rates
		Rs.	Ps.	
<b>I</b>	<b><u>BATHI ROLLERS:</u></b>			
a)	Grinded patti 8''-9'' medium thin/thick	13-60		VDA Rs. 75.88/- 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		
	<b><u>PRICE RATE PER 1000 BOXES:</u></b>			
<b>II</b>	<b><u>PACKERS:</u></b>			
a)	10 grams boxes without cellophane one dozen packets with wrapper and also tin tube with cellophane in dozens	105-40		VDA Rs. 75.88/- 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		
<b>III</b>	<b>CASE PACKERS: (Piece work rate) (Rate per thousand)</b>			
a)	½ Kg bundles any size <b>full</b> packing 2 ½ seers or 5 seers in paper wrapper.	65-30		VDA Rs. 75.88/- per day
b)	-do- <b>half</b> 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 <b>without</b> coating cellophane packing in 8 to 12 bundles in a wrapper	79-30		
f)	30 grams bundles <b>with</b> coating cellophane packing in 8 to 12 bundles in a wrapper	82-60		
g)	60 grams bundles <b>without</b> coating cellophane packing in 4 to 12 bundles in a wrapper	71-00		
h)	60 grams bundles <b>with</b> coating cellophane packing in 4 to 12 bundles in a wrapper	77-10		
<b>IV</b>	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. 75.88/- per day
		<b>Per month</b>		
		Basic	VDA	<b>Total</b>
<b>V</b>	Clerk	3419.00	1972.95	<b>5391.95</b>
<b>VI</b>	Clerk-cum-Typist	3500.00	1972.95	<b>5472.95</b>
<b>VII</b>	Accountant	3363.00	1972.95	<b>5335.95</b>
<b>VIII</b>	Supervisor	3419.00	1972.95	<b>5391.95</b>
<b>IX</b>	Sweeper / Scavenger	2829.00	1972.95	<b>4801.95</b>
<b>X</b>	Watchman			
<b>XI</b>	Driver	3419.00	1972.95	<b>5391.95</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 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: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### SCHEDULE

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	1357.20	5272.20
2	Accountant	3819.00	1357.20	5176.20
3	Clerk	3740.00	1357.20	5097.20
4	Driver	3755.00	1357.20	5112.20
5	Attender	3577.00	1357.20	4934.20
6	Arecanut Powder Maker			
7	Arecanut Sheet Maker			
8	Filling Arecanut into Packets / Packers			
9	Arecanut Pickers / Seperators			
10	Counting of Arecanut Packets			
11	Carrying Arecanut			
12	Loading and Unloading			
13	Arecanut Seperators / Sorters			
14	Cleaners / Sweepers			
15	Hamalis			
16	Cutting / Mixing			

**V.D.A :** In addition to the basic wages, all Category of Employees in the state shall be paid 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: 5075 - 2703=2372 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

**SCHEDULE**

Sl. No.	Class of Employment		Minimum rates of wages per month	
			Zone-I	Zone-II
1	2		3	4
<b><u>I. Highly Skilled-A:</u></b>				
1	Foreman	Basic	2846.10	2781.00
2	Supervisor	VDA	2490.60	2490.60
		<b>Total</b>	5336.70	5271.60
<b><u>Highly Skilled-B:</u></b>				
1.	Assistant Foreman	Basic	2781.00	2714.90
		VDA	2490.60	2490.60
		<b>Total</b>	5271.60	5205.50
<b><u>II. Skilled:</u></b>				
1	Turner	Basic VDA <b>Total</b>	2714.90 2490.60 5205.50	2648.70 2490.60 5139.30
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			
<b><u>III. Semi Skilled :</u></b>				
1	Assistant Fitter			
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	Basic	2615.10	2550.00
12	Telephone Assistant	VDA	2490.60	2490.60
13	Cashier	<b>Total</b>	5105.70	5040.60
14	Senior Typist			
15	Salesman			
16	Assistant Mechanic			
17	Store Clerk			
18	Learner or Apprentice			
19	Assistant Tinker			
20	Tyre Fitter			
<b>IV. Unskilled:</b>				
1	Cleaner			
2	Helper			
3	Attender	Basic	2268.60	2229.80
4	Sweeper	VDA	2490.60	2490.60
5	Watchman	<b>Total</b>	4759.20	4720.40
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. B A K E R I E S

**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: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### 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	Dough Maker	Basic VDA <b>Total</b>	4156-48 1357-20 5513-68	4099-14 1357-20 5456-34
2	Assistant Dough Maker	Basic VDA <b>Total</b>	4056-48 1357-20 5413-68	4407-14 1357-20 5764-34
3	Baker	Basic VDA <b>Total</b>	4094-02	3936-36
4	Bench man		1357-20 5451-22	1357-20 5293-56
5	Manager	Basic VDA <b>Total</b>	4339-91 1357-20 5697-11	4281-48 1357-20 5638-68
6	Clerk	Basic VDA <b>Total</b>	4100-00 1357-20 5457-20	3997-00 1357-20 5354-20
7	Helper	Basic VDA <b>Total</b>	3948-47	3732-69
8	Office Boy		1357-20 5305-67	1357-20 5089-89
9	Watchman	Basic V D A <b>Total</b>	3686-39	3679-78
10	Any other category of employees which is not included above		1357-20	1357-20
11	Any other unskilled categories not included above.		5043-59	5036-98

**Zone -I:** Bruhat Bangalore Mahanagara Palike and all specified Agglomeration Areas and all Muncipal 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

Minimum Wages with effect from 01-04-2012

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

Cost of Living Index: 5075 – 4284 = 791 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### 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	23-73	
		Total	129-73	
2	Beedi labeling rollers (including home workers) (Bundling of every 50000 beedies)	Basic	120-00	
		VDA	23-73	
		Total	143-73	
			<b>Per Day</b>	<b>Per Month</b>
3	Foreman/ Beedi chakkar	Basic	234-61	6100-00
		VDA	27-38	711-90
		Total	261-99	6811-90
4	Sigadi Worker/ Battiwalla /Tarayiwalla	Basic	223-07	5800-00
		VDA	27-38	711-90
		Total	250-45	6511-90
5	Truck & Van Driver	Basic	223-07	5800-00
		VDA	27-38	711-90
		Total	250-45	6511-90
6	Tobacco Mixer	Basic	219-23	5700-00
		VDA	27-38	711-90
		Total	246-61	6411-90
7	Distributors of Tobacco Leaves	Basic	211-53	5500-00
		VDA	27-38	711-90
		Total	238-91	6211-90
8	Car / Jeep Driver	Basic	203-84	5300-00
		VDA	27-38	711-90
		Total	231-22	6011-90
9	Loaders & Unloaders	Basic	196-15	5100-00
		VDA	27-38	711-90
		Total	223-53	5811-90
10	Vehicle Cleaner	Basic	190-38	4950-00
		VDA	27-38	711-90
		Total	217-76	5661-90
<b>Office Staff</b>				
1	Manager	Basic	242-30	6300-00
		VDA	27-38	711-90
		Total	269-68	7011-90

2	Assistant Manager	Basic VDA Total	234-61 27-38 261-99	6100-00 711-90 6811-90
3	Cashier	Basic VDA Total	226-92 27-38 254-30	5900-00 711-90 6611-90
4	Accountant	Basic VDA Total	225-00 27-38 252-38	5850-00 711-90 6561-90
5	Stenographer/Computer Operater	Basic VDA Total	219-23 27-38 246-61	5700-00 711-90 6411-90
6	Store keeper	Basic VDA Total	211-53 27-38 238-91	5500-00 711-90 6211-90
7	Typist/ Data Entry Operater	Basic VDA Total	211-53 27-38 238-91	5500-00 711-90 6211-90
8	Clerck (Graduate)	Basic VDA Total	207-69 27-38 235-07	5400-00 711-90 6111-90
9	Clerks Grade-II (Non Graduates)	Basic VDA Total	196-15 27-38 223-53	5100-00 711-90 5811-90
10	Office Boy/Peon/Watch man/ Attender	Basic VDA Total	188-46 27-38 215-84	4900-00 711-90 5611-90

**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 34 LMW 2012 dated 09-01-2013**

Published in Gazette dated 09-01-2013

Minimum Wages with effect from dated: 09-01-2013

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

Cost of Living Index: 5075 – 4284 = 791 points

Minimum Wages and VDA from 01-04-2013 to 31-03-2014

**S C H E D U L E**

<b>Sl. No.</b>	<b>Class of Employment:</b>	<b>Minimum rates of wages</b>		
<b>1</b>	<b>2</b>	<b>3</b>		
<b>I.</b>	<b>Tobacco Processing (virginia cigarette)</b>	Per Day	Per Month	
1	Gauge man	Basic	211-53	5500-00
		VDA	41-07	1067-85
		<b>Total</b>	<b>252-60</b>	<b>6567-85</b>
2	Fuel man	Basic	205-00	5330-00
3	Graders	VDA	41-07	1067-85
		<b>Total</b>	<b>246-07</b>	<b>6397-85</b>
4	Packers	Basic	190-00	4940-00
5	General Workers	VDA	41-07	1067-85
		<b>Total:</b>	<b>231-07</b>	<b>6007-85</b>
6	Leaf Sweaker (Per Roll)	1.50 (Per Roll)		
		V.D.A per day Rs. 41-07		
<b>II.</b>	<b>Tobacco Processing (Beedi)</b>			
1	Machinery Operators	Basic	195-00	5070-00
		VDA	41-07	1067-85
		<b>Total</b>	<b>236-07</b>	<b>6137-85</b>
2	Processing of Tobacco	Basic	190-00	4940-00
3	Tobacco Processing (Beedi)	VDA	41-07	1067-85
		<b>Total</b>	<b>231-07</b>	<b>6007-85</b>
4	Helpers/other workers	Basic	175-00	4550-00
		VDA	41-07	1067-85
		<b>Total</b>	<b>216-07</b>	<b>5617-85</b>
<b>III.</b>	<b>Drivers</b>			
1	Lorry Driver	Basic	220-00	5720-00
		VDA	41-07	1067-85
		<b>Total</b>	<b>261-07</b>	<b>6787-85</b>
2	Jeep/Car Driver	Basic	200-00	5200-00
		VDA	41-07	1067-85
		<b>Total</b>	<b>241-07</b>	<b>6267-85</b>

<b>IV</b>	<b>Office Staff:</b>			
1	Manager/Personal Officer	Basic	243-84	6339-00
		VDA	41-07	1067-85
		<b>Total</b>	<b>284-91</b>	<b>7406-85</b>
2	Assistant Manager/ Assistant Personal Officer	Basic	235-00	6110-00
		VDA	41-07	1067-85
		<b>Total</b>	<b>276-07</b>	<b>7177-85</b>
3	Accountant	Basic	225-00	5850-00
		VDA	41-07	1067-85
		<b>Total</b>	<b>266-07</b>	<b>6917-85</b>
4	Cashier	Basic VDA	220-00	5720-00
5	Stenographer/Computer Operator		41-07	1067-85
6	Store keeper	<b>Total</b>	<b>261-07</b>	<b>6787-85</b>
7	Typist/Data Entry Operator	Basic	215-00	5590-00
8	Clerk	VDA	41-07	1067-85
		<b>Total</b>	<b>256-07</b>	<b>6657-85</b>
9	Office boy/peon/ watchman/ attender/sweeper	Basic	175-00	4550-00
		VDA	41-07	1067-85
		<b>Total</b>	<b>216-07</b>	<b>5617-85</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 4.5 Paise per point over and above 4284 points.

## 08. BISCUIT MANUFACTURING INDUSTRY

**Notification No. KAE 88 LMW 2008 dated 25-3-2011**

Published in Gazette dated 28-3-2011

Minimum Wages with effect from 01-04-2010

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

Cost of Living Index: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### S C H E D U L E

Sl. No.	Class of Employment		Minimum Rates of Wages per month	
			Zone-I	Zone-II
<b>I</b>	<b>Skilled:</b>	Basic	3743-10	3711-14
1	Fitter	VDA	1357-20	1357-20
2	Electrician	<b>Total</b>	5100-30	5068-34
<b>II</b>	<b>Semi Skilled:</b>			
1	Workers engaged in the Manufacture of Biscuits	Basic	3596-67	3582-14
2	Packer	VDA	1357-20	1357-20
		<b>Total</b>	4953-87	4939-34
<b>III</b>	<b>Un-Skilled:</b>			
1	Helper			
<b>IV</b>	<b>Office Staff:</b>	Basic	4066-03	4028.65
1	Supervisor	VDA	1357-20	1357-20
2	Accountant	<b>Total</b>	5423-23	5385-85
3	Clerk	Basic	3901-86	3767.36
		VDA	1357-20	1357-20
		<b>Total</b>	5259-06	5124-56
4	Cashier	Basic	3931-63	3909-58
		VDA	1357-20	1357-20
		<b>Total</b>	5288-83	5266-78
5	Clerk-cum-Steno	Basic	4066-03	4027-95
		VDA	1357-20	1357-20
		<b>Total</b>	5423-23	5385-15
6	Watchman	Basic	3598-67	3582-14
	Office Boy	VDA	1357-20	1357-20
		<b>Total</b>	4955-87	4939-34

**Zone - I:** Bangalore City Agglomeration Area

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

**V.D.A:** In addition to the basic wages, all Category of Employees in the state shall be paid 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 31 LMW 2012 dated 09-01-2013**

Published in Gazette dated 09-01-2013

Minimum Wages With effect from 09-01-2013

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

Cost of Living Index : 5075 - 4284 = 791points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

**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	
<b>I. Highly Skilled:</b>			<b>Per Day</b>	<b>Per Month</b>	<b>Per Day</b>	<b>Per Month</b>
1	Manager	Basic VDA <b>Total</b>	240-00 36-50 276-50	6240-00 949-20 7189-20	220-76 36-50 257-26	5740-00 949-20 6689-20
2	Foreman	Basic VDA <b>Total</b>	225-00 36-50 261-50	5850-00 949-20 6799-20	205-76 36-50 242-26	5350-00 949-20 6299-20
3	Technical Supervisor	Basic VDA <b>Total</b>	215-00 36-50 251-50	5590-00 949-20 6539-20	195-00 36-50 231-50	5070-00 949-20 6019-20
<b>II. Skilled:</b>						
1	Maistry	Basic VDA <b>Total</b>	210-00 36-50 246-50	5460-00 949-20 6409-20	195-00 36-50 231-50	5070-00 949-20 6019-20
2	Machinist	Basic	200-00	5200-00	190-00	4940-00
3	Turner / Turner Die-Polisher	VDA <b>Total</b>	36-50 236-50	949-20 6149-20	36-50 226-50	949-20 5889-20
4	Operator	Basic VDA <b>Total</b>	190-86 36-50 227-36	4962-36 949-20 5911-56	180-00 36-50 216-50	4680-00 949-20 5629-20
5	Welder					
6	Fitter					
7	Melter					
8	Moulder					
9	Spinner cum Pattern Maker					
10	Electro Plater					
11	Spinner					
12	Vessel Maker					

13	Rolling Machine Operator Hot Print					
14	Chemical Coater	Basic VDA Total	190-86 36-50 227-36	4962-36 949-20 5911-56	180-00 36-50 216-50	4680-00 949-20 5629-20
15	Spray Painter					
16	Press Man / Press Operator					
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					
<b>III. Semi Skilled:</b>						
1	Fixing vessels handles	Basic VDA Total	185-25 36-50 221-75	4816-50 949-20 5765-70	175-00 36-50 211-50	4550-00 949-20 5499-20
2	Tinker					
3	Assistant Pressman					
4	Cold rolling machine operator back					
5	Cold rolling pressure man					
6	Rolling Cutting					
7	Circle cutter					
8	Sharing machine operator					
9	Hand cutter					
10	Bidding machine operator					
11	Asiyiling furnace man utensils					
12	Assembling Recitions fitting & similar hand					
13	Drilling					
14	Kalaiwala					
15	Wireman					
16	Other Semi-Skilled Labourers					
<b>IV. Un-Skilled:</b>						
1	Helper	Basic VDA Total	180-00 36-50 216-50	4680-00 949-20 5629-20	170-00 36-50 206-50	4420-00 949-20 5369-20
2	Watchman					
3	Mazdoor					
4	Packer					

5	Washer man					
6	Scarper					
7	Sweeper					
8	Picking / Cleaning / Dulai Mazdoor	Basic	180-00	4680-00	170-00	4420-00
9	Cleaners	VDA	36-50	949-20	36-50	949-20
10	Peon & other un-skilled labourers not shown	<b>Total</b>	216-50	5629-20	206-50	5369-20
	<b>V. Office Staff:</b>					
1	Manager/Personal Officer	Basic	243-84	6339-00	224-61	5879-99
		VDA	36-50	949-20	36-50	949-20
		<b>Total</b>	280-34	7288-20	261-11	6829-19
2	Assistant Manager/ Assistant Personal Officer	Basic	235-00	6110-00	215-76	5610-00
		VDA	36-50	949-20	36-50	949-20
		<b>Total</b>	271-50	7059-20	252-26	6559-20
3	Accountant	Basic	225-00	5850-00	205-76	5350-00
		VDA	36-50	949-20	36-50	949-20
		<b>Total</b>	261-50	6799-20	242-26	6299-20
4	Cashier					
5	Stenographer/Computer Operator	Basic	220-00	5720-00	200-76	5220-00
		VDA	36-50	949-20	36-50	949-20
		<b>Total</b>	256-50	6669-20	237-26	6169-20
6	Store keeper					
7	Typist/Data Entry Operator	Basic	215-00	5590-00	195-76	5090-00
		VDA	36-50	949-20	36-50	949-20
		<b>Total</b>	251-50	6539-20	232-26	6039-20
8	Clerk					
9	Office boy/peon/ watchman/ attender	Basic	175-00	4550-00	170-00	4420-00
		VDA	36-50	949-20	36-50	949-20
		<b>Total</b>	211-50	5499-20	206-50	5369-20

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

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

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

## 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: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### S C H E D U L E

Sl. No.	Class of Employment	Minimum Wages	
1	2	3	4
<b>A</b>	<b>FACTORY WORKERS:</b>	<b>Per day</b>	VDA Rs. 52-20 per day
1	Brick Slicers	154.57	
2	Brick Burners	156.67	
3	Clay mixers		
4	Fire wood slitters	152.47	
5	Kiln repairer		
<b>B</b>	<b>TABLE MOULD BRICKS:</b>	<b>Per Lorry Loading</b>	
1	Clay transporter, loaders, unloaders (in a group of 4 general assistants)	172.42	VDA Rs. 52-20 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	
<b>C</b>	<b>HAND MOULDING BRICKS:</b>		
1	Bricks slicers (with 10 assistants per 1,000 bricks)	174.52	VDA Rs. 52-20 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 <b>Total</b>	4054-84 <b>1357-20</b> <b>5412-04</b>
8	Cleaner	Basic VDA <b>Total</b>	3746-13 1357-20 5103-33
<b>D</b>	<b>OFFICE STAFF:</b>	<b>Per Month</b>	
1.	Manager	Basic VDA <b>Total</b>	5984-94 1357-20 7342-14
2.	Accountant	Basic VDA <b>Total</b>	5771-22 1357-20 7128-42
3.	Stenographer	Basic VDA <b>Total</b>	4697-32 1357-20 6054-52
4.	Typist	Basic VDA <b>Total</b>	4597-32 1357-20 5954-52
5.	Cashier		
6.	Clerk		
7.	Store Keeper	Basic VDA <b>Total</b>	4397-32 1357-20 5754-52
8.	Watchman	Basic	4187-32
	Attender / Office Boy / Office Peon	VDA <b>Total</b>	1357-20 5544-52
<b>E</b>	<b>Super Vision Staff</b>	<b>Per Month</b>	
1.	Foreman	Basic VDA <b>Total</b>	5871-58 1357-20 7228-78
2.	Supervisor	Basic VDA <b>Total</b>	5771-22 1357-20 7128-42

**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: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

**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
<b>Unskilled &amp; Helpers:</b>				
1	Learner / Apprentice	Basic	148-00	146-10
2	Manual Worker	VDA	52-20	52-20
		<b>Total</b>	200-20	198-30
<b>Semi-skilled:</b>				
1	Assistant Carpenter			
2	Packer			
3	Assistant Polisher			
4	Packing with wooden crates			
		Basic	152-00	149-88
		VDA	52-20	52-20
		<b>Total</b>	204-20	202-08
<b>Skilled:</b>				
1	Carpenter (including furniture making & wood workers in building)	Basic	156-00	153-69
		VDA	52-20	52-20
		<b>Total</b>	208-20	205-89
2	Polish man			
3	Upholstry worker Gr-II			
<b>Highly Skilled:</b>				
1	Pattern Maker	Basic	160-00	157-50
2	Interior Decorator	VDA	52-20	52-20
3	Upholstry Maker	<b>Total</b>	212-20	209-70
<b>General Category:</b>				
1	(Excluding labourers) Clerical Staff	Basic	148-10	144-95
		VDA	52-20	52-20
		<b>Total</b>	200-30	197-15

2	Peon	Basic	144-43	143-37
3	Sweeper	VDA	52-20	52-20
4	Hamali	<b>Total</b>	196-63	195-57
<b>Unskilled:</b>				
1.	Hamali	Basic		143-37
2	Helpers	VDA		52-20
		<b>Total</b>		195-57
<b>Semi-Skilled:</b>				
1.	Helper to Machine	Basic		146-53
2.	Hand Sawyer and Logger	VDA		52-20
3.	Trolleyman	<b>Total</b>		198-73
<b>Skilled:</b>				
1.	Machine Bench Operator /Maistry	Basic		152-18
2.	Saw Sharpners	VDA		52-20
3.	Circular operator	<b>Total</b>		204-38
<b>General Category:</b>				
1.	Clerical Staff	Basic		147-05
		VDA		52-20
		<b>Total</b>		199-25
2.	Watchman	Basic		144-43
		VDA		52-20
		<b>Total</b>		196-63

**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: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

**S C H E D U L E**

Sl. No.	Class of Employment	Minimum rates of wages	
			per month
1	2	3	4
1	Foreman	Basic	4682-20
		VDA	1357-20
		<b>Total</b>	6039-40
2	Manager	Basic	4615-20
3	Supervisor	VDA	1357-20
		<b>Total</b>	5972-40
4	Chemist	Basic	4451-20
		VDA	1357-20
		<b>Total</b>	5808-40
5	Driver	Basic	4239-20
		VDA	1357-20
		<b>Total</b>	5596-40
6	Frame Carrier	Basic	4042-20
7	Helper		
8	Watchman		
9	Applying Chemical to Sticks		
10	Peon	<b>Total</b>	5399-40
11	Accountant	Basic	4384-20
		VDA	1357-20
		<b>Total</b>	5741-40
12	Clerk/Typist	Basic	4146-20
13	Dipper	VDA	1357-20
		<b>Total</b>	5503-40

Minimum Wages for Piece Rate work for labourer (per Gross)			Per day	Per Month
1	Box Making			
2	Box Filling	Basic	155-20	4031-20
3	Bending, Rolling & Packing Frame	VDA	52-20	1357-20
		<b>Total</b>	207-40	5388-40
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: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### S C H E D U L E

Sl. No.	Class of Employment		Minimum rates of wages	
			Per day	Per month
1	2		3	4
	<b><u>Un Skilled:</u></b>			
1	Mazdoors	Basic	136-44	3547-44
2	Logs lifters	VDA	52-20	1357-20
		Total	188-64	4904-64
3	Log Stockers	Basic	138-54	3602-04
4	Waste Removers	VDA	52-20	1357-20
		Total	190-74	4959-24
	<b><u>Semi Skilled:</u></b>			
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	52-20	1357-20
7	Sorters	Total	194-04	5045-04
8	Glue Mixers			
9	Press Operators			
10	Sanding Operators			
11	Trimmers			
12	Plate Boilers			
13	Plate Loaders			
14	Plate Un-Loaders			
15	Polishers			
16	Sanders			
17	Fireman			
	<b><u>Skilled:</u></b>			
1	Cross Cutting Veneers	Basic	147-07	3823-82
2	Assemblers	VDA	52-20	1357-20
3	Carpenters Grade-II	Total	199-27	5181-02

	<b><u>Highly Skilled:</u></b>			
1	Workshop Mechanics			
2	Operators			
3	Turners and Moulders	Basic	151-48	3938-48
4	Peeling Leather Operators	VDA	52-20	1357-20
		Total	203-68	5295-68
5	Blacksmiths			
6	Boiler Charge man			
7	Senior Operators			
8	Electricians			
9	Carpenters Grade-I			
	<b><u>Office Staff:</u></b>	Basic	141-90	3689-40
1	Accountant (Grade-I)	VDA	52-20	1357-20
2	Clerks (Graduates)	Total	194-10	5046-60
3	Clerks (Matriculates)	Basic	138-54	3602-04
4	Typists	VDA	52-20	1357-20
		Total	190-74	4959-24
	<b><u>General Categories:</u></b>	Basic	136-44	3547-44
1	Watchman	VDA	52-20	1357-20
3	Peons/Sweepers	Total	188-64	4904-64

**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: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### **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
<b>I</b>	<b>HIGHLY SKILLED</b>		
1	Foreman	Basic VDA <b>Total</b>	4385-20 4316-20 5673-40
2	Supervisor	Basic VDA <b>Total</b>	4301-20 4235-20 5658-40
<b>II</b>	<b>SKILLED</b>		
1	Maistry	Basic VDA <b>Total</b>	4217-20 4153-20 5510-40
2	Sawman		
3	Electrician		
4	Lathe operator		
5	Boiler operator		
6	Mechanic		
7	Carpenter		
8	Blacksmith		
9	Turner		
10	Welder		
11	Moulder		
12	Cutter		
13	Fitter		
14	Plant operator		
15	Operator-Band saw and Re-saw operator		
16	Polisher		
17	Saw Sharper		
18	Packing cases saw Operator		
19	Crane operator/Cross cutting machine operator		
20	Other skilled workers		
21	Driver/Engine driver	Basic VDA <b>Total</b>	3971-20 3901-20 5328-40

<b>III</b>	<b>SEMI SKILLED</b>			
1	Pack-Sawer	Basic	4044-20	3975-20
2	Making wood nice machine operator	VDA	1357-20	1357-20
		<b>Total</b>	5401-40	5332-40
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			
<b>IV</b>	<b>UNSKILLED</b>			
1	Assistant / Helper	Basic	3786-20	3775-20
2	Cartman/saw dust remover	VDA	1357-20	1357-20
3	Mazdoor	<b>Total</b>	5143-40	5132-40
4	Timber Carrier			
5	General Helper			
6	Bundling, packing, Loading and unloading workers			
7	Head load workers			
8	Band saw, resaw and sarkal saw helper/watchman and other unskilled workers			
<b>V</b>	<b>OFFICE STAFF</b>			
1	Manager	Basic	4301-20	4232-20
		VDA	1357-20	1357-20
		<b>Total</b>	5658-40	5589-40
2	Accountant	Basic	4077-20	4020-20
3	Cashier	VDA	1357-20	1357-20
4	Stenographer	<b>Total</b>	5434-40	5377-40
5	Clerk	Basic	4044-20	3976-20
6	Typist	VDA	1357-20	1357-20
7	Salesman	<b>Total</b>	5401-40	5333-40
8	Office Boy	Basic	3786-20	3775-20
		VDA	1357-20	1357-20
		<b>Total</b>	5143-40	5132-40

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

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

**V.D.A :** In addition to the basic wages, all Category of Employees in the state shall be paid 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: 5075 - 2703 = 2372points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### 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
<b>I. YARD SECTION:</b>				
1	Timber sawing and cutting into different sizes	2598-20	2490-60	5088-80
2	Transportation of Timber	2282-10	2490-60	4772-70
<b>II. PEELING SECTION:</b>				
1	Peeling machine operator	2806-10	2490-60	5296-70
2	Peeling machine assistant operator	2400-80	2490-60	4891-40
3	Peeling machine assistant	2282-10	2490-60	4772-70
4	Peeling machine helper			
5	Peeling machine operator			
6	Peeling machine helper			
7	Carrier			
<b>III. DRAWING SECTION:</b>				
1	Drawer operator	2598-20	2490-60	5088-80
2	Drawer feeding man	2282-10	2490-60	4772-70
<b>IV. CLYPING SECTION:</b>				
1	Decorating clyping operator	2598-20	2490-60	5088-80
2	Assistant clyping operator	2407-10	2490-60	4897-70
3	Helper			
<b>V. SORTING SECTION:</b>				
1	Sorter	2598-20	2490-60	5088-80
<b>VI. GUELATING CUTTER:</b>				
1	Guelating cutter	2598-20	2490-60	5088-80
2	Slicing man	2407-10	2490-60	4897-70
3	Helper	2282-10	2490-60	<b>4772-70</b>
<b>VII. BOILER SECTION:</b>				
1	Senior boiler attendant	2806-10	2490-60	5296-70
2	Boiler attendant	2598-20	2490-60	5088-80

3	Boiler fireman	2282-10	2490-60	4772-70
<b>VIII. PLEACHING SECTION:</b>				
1	Bend saw operator	2806-10	2490-60	5296-70
2	Swagging man			
3	Assistants	2598-20	2490-60	5088-80
4	Boiling water attender	2282-10	2490-60	4772-70
5	Electric hoist operator			
6	Helper			
<b>IX. SLICER SECTION:</b>				
1	Slicer operator	2806-10	2490-60	5296-70
2	Assistant slicer operator	2598-20	2490-60	5088-80
3	Helper			
4	Blade Sharpner			
<b>X. MACHINE SHOP:</b>				
1	Turner	2598-20	2490-60	5088-80
2	Welder			
3	Gas Cutting			
4	Fitter			
5	Carpenter	2407-10	2490-60	4897-70
6	Water Pump Operator			
7	Helper	2281-07	2490-60	4771-67
<b>XI. OFFICE STAFF:</b>				
1	Forest Supervisor	3153-60	2490-60	5644-20
2	Senior clerk/clerk (graduate), time keeper, cashier	2598-20	2490-60	5088-80
3	Junior Forest Supervisor			
4	Typist			
5	Junior Clerk (non-graduate)			
6	Guest house cook			
7	Vehicle driver			
8	Office boy			
9	Watchman			
10	Cleaner (vehicle)			
11	Sweeper			

**V.D.A :** In addition to the basic wages, all Category of Employees in the state shall be paid 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: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### **S C H E D U L E**

<b>Sl. No.</b>	<b>Class of Employment</b>	<b>Minimum Rates of Wages payable</b>			
		<b>Per day</b>		<b>Per Month</b>	
<b>1</b>	<b>2</b>	<b>3</b>		<b>4</b>	
1.	Adult	Basic	139-80	-	
		VDA	52-20		
		<b>Total</b>	<b>192-00</b>		
2	Adolescent	Basic	121-64	-	
		VDA	52-20		
		<b>Total</b>	<b>173-84</b>		
3	Supervisor / Maistry	-		Basic	4158-73
				VDA	1357-20
				<b>Total</b>	<b>5515-93</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.

## 13. CASHEW INDUSTRY

### Notification No. KAE 82 LMW 2007 dated 04-07-2012

Minimum Wages With effect from 01-04-2012

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

Cost of Living Index: 5075 – 4284 = 791 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### SCHEDULE

Sl. No.	Class of Employment	Minimum Rates of Wages		
<b>I. PIECE RATES</b>				
1	Sheller: hand	Rs. 18.50 per kg of shelled whole kernels delivered at the weighing machine	+ VDA @ Rs. 36-50/- per day	
2	Sheller: Machine	Rs. 14.50 per kg of shelled whole kernels delivered at the weighing machine		
3	Peelers	Rs. 18.50 per kg of shelled whole kernels delivered at the weighing machine.		
4	Peeling Pieces	Rs. 5.25 per kg of peeled pieces delivered at the weighing machine		
<b>II. TIME RATES FOR ADULTS</b>				
<b>II</b>	<b>TIME RATES FOR ADULTS</b>		<b>Per day</b>	<b>Per month</b>
1	Tin can manufacturers/ soldering workers/ Fitters & Mechanics	Basic	180-00	4680-00
		VDA	36-50	949-20
2	Bag carries / Roasters/ Dry yards Workers (Heavy duty)	Total	216-50	5629-20
3	Roasters/Packers/ Graders/Sorters	Basic	178-00	4628-00
		VDA	36-50	949-20
		Total	214-50	5577-20
4	Watchman / Peon/ Office Boys/ Attenders/ Yard women (light duty) And Creche Ayahs	Basic	175-00	4550-00
		VDA	36-50	949-20
		Total	211-50	5499-20
<b>III. Canteen Workers</b>				
1	Cook & coffee / tea maker	Basic	180-00	4680-00
		VDA	36-50	949-20
		Total	216-50	5629-20
2	Servers & Suppliers	Basic	177-00	4602-00
		VDA	36-50	949-20
		Total	213-50	5551-20

3	Cleaners /Helper /Scavengers	Basic VDA Total	175-00 36-50 211-50	4550-00 949-20 5499-20
<b>IV</b>	<b>General Workers</b>			
1	Expeller Workers			
2	Assistant Operator			
3	Fireman	Basic VDA Total	176-00 36-50 212-50	4576-00 949-20 5525-20
4	Lever Operator			
5	Roaster nut carriers			
6	Assistant Tinkers			
7	Markers & Stencillers			
8	Vita Packers			
<b>V</b>	<b>Drivers</b>			
1	Lorry Driver	Basic VDA Total	210-00 36-50 246-50	5460-00 949-20 6409-20
2	Car/Jeep Driver	Basic VDA Total	195-00 36-50 231-50	5070-00 949-20 6019-20
3	Lorry/Jeep/ Car Cleaner	Basic VDA Total	175-00 36-50 211-50	4550-00 949-20 5499-20
<b>VI</b>	<b>Staff:</b>			
1	Manager/Personal Officer	Basic VDA Total	244-00 36-50 280-50	6344-00 949-20 7293-20
2	Assistant Manager/ Assistant Personal Officer	Basic VDA Total	235-00 36-50 271-50	6110-00 949-20 7059-20
3	Accountant	Basic VDA Total	225-00 36-50 261-50	5850-00 949-20 6799-20
4	Cashier	Basic VDA Total	220-00 36-50 256-50	5720-00 949-20 6669-20
5	Stenographer/Computer Operator			
6	Store keeper			
7	Typist/Data Entry Operator	Basic VDA Total	215-00 36-50 251-50	5590-00 949-20 6539-20
8	Clerk			
9	Office boy/peon/ watchman/ Attender	Basic VDA Total	175-00 36-50 211-50	4550-00 949-20 5499-20

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

## 14. CERAMICS, STONEWARE AND POTTERIES WORKS

Notification No. KAE 45 LMW 2006 dated 02.03.2009

Published in Gazette dated : 02.04.2009

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

Cost of Living Index: 5075 - 2703 = 2372points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### SCHEDULE

1. No.	Class of Employment	Minimum rates of wages payable per day	
1	2	3	
<b>Skilled:</b>			
1	Senior Maistry	Basic VDA <b>Total</b>	110-30 95-79 206-09
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		
<b>Semi-Skilled:</b>			
1	Glazer	Basic VDA <b>Total</b>	101-40 95-79 197-19
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	Basic VDA <b>Total</b>	101-40 95-79 197-19
18	Liner / Decorator / Transfer picture Applicator		
19	Fitter press attendant		
20	Furnance bang loader / unloader		
21	Fireman		
22	Handle joiner		
23	Laboratory attendant		
24	Pub-Mill attendant		
25	Packer		
26	Sorter/ Selector		
27	Press Operator / Pressman/ Machine operator		
28	Kiln loader		
<b>Un-skilled:</b>			
1	Carrier	Basic VDA <b>Total</b>	94-10 95-79 189-89
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		
<b>Others:</b>		<b>Per month</b>	
1	Clerk / Typist	Basic VDA <b>Total</b>	2696-90 2490-60 5187-50
2	Cashier	Basic VDA <b>Total</b>	2731-50 2490-60 5222-10
3	Driver	Basic VDA <b>Total</b>	2623-40 2490-60 5114-00

**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 3.5 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: 5075 - 2967 = 2108 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

**SCHEDULE**

Sl. No.	Class of Employment	Minimum rates of wages payable		
			Per day	Per Month
1	2		3	4
<b>PART-I</b>				
<b>I</b>	<b>CHINCONA, TEA, COFFEE OR MIXED PLANTATION MAZDOORS</b>			
I	Adult	Basic VDA <b>Total</b>	84-50 72-97 157-47	
<b>II</b>	<b>SUPERVISOR / MAISTRY</b>		Basic VDA <b>Total</b>	2496-00 1897-20 4393-20
<b>PART-II</b>				
1	<b>RUBBER PLANTATIONS:</b>			
A	Mazdoor			
1	Adult	Basic	84-50	
2	Rubber Tappers	VDA <b>Total</b>	72-97 157-47	-
<b>III</b>	<b>SUPERVISORS / MAISTERIES/MALIES</b>		Basic VDA <b>Total</b>	- 2496-00 1897-20 4393-20

**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 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: 5075 - 2967 = 2108 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014

### **SCHEDULE**

Sl. No.	Class of Employment	Minimum rates of wages		
			Per day	Per Month
1	2		3	4
<b>PART-I</b>				
<b>1</b>	<b>CHINCONA, TEA, COFFEE OR MIXED PLANTATION</b>			
1.	Electrical Wireman	Basic		2799-00
2.	Mechanic	V D A	-	1897-20
		<b>Total</b>		4696-20
3	Heavy vehicle driver	Basic		2764-00
4	Car & Tractor Driver	V D A	-	1897-20
		<b>Total</b>		4661-20
<b>I. SKILLED:</b>		Basic		2696-00
1.	Carpenter	V D A	-	1897-20
2.	Blacksmith	<b>Total</b>		4593-20
<b>UNSKILLED:</b>		Basic	96.00	2498-00
1	Tappalman	V D A	72-97	1897-20
2	Sweeper	<b>Total</b>	168-97	4395-20
3	Attender			
4	Helper			
<b>PART-II</b>				
<b>RUBBER PLANTATIONS:</b>		Basic		2799-00
1	Electrical Wireman	V D A	-	1897-20
2.	Mechanic	<b>Total</b>		4696-20
3	Heavy vehicle driver	Basic		2764-00
4	Car & Tractor Driver	V D A	-	1897-20
		<b>Total</b>		4661-20
<b>SKILLED:</b>		Basic		2696-00
1.	Carpenter	V D A	-	1897-20
2.	Blacksmith	<b>Total</b>		4593-20
<b>UNSKILLED:</b>		Basic	96.00	2498-00
1	Tappalman	V D A	72-97	1897-20
2	Sweeper	<b>Total</b>	168-97	4395-20
3	Attender			
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: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### SCHEDULE

Sl. No.	Class of Employment		Minimum Rates of Wages per month	
			Zone-I	Zone-II
1	2	3	4	5
<b>I</b>	<b>HIGHLY SKILLED-I:</b>			
1	Works Manager	Basic	4516-37	4443-92
2	Production Manager	V D A	1357-20	1357-20
3	Foreman	<b>Total</b>	5873-57	5801-12
	<b>HIGHLY SKILLED-2:</b>			
1	Manager			
2	Marketing Manager	Basic	4319-27	4246-82
3	Supervisor	V D A	1357-20	1357-20
4	Analyst	<b>Total</b>	5676-47	5604-02
5	Senior Chemist			
<b>II</b>	<b>SKILLED:</b>			
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	1357-20	1357-20
11	Technician	<b>Total</b>	5593-02	5520-57
12	Store Keeper			
13	Plant-in-Charge			
14	Plant Operator			
15	Production Assistant			
16	Boiler Fitter			
17	Powder Mixer and other skilled labourer			
18	Driver	Basic	4113-52	4045-65
		V D A	1357-20	1357-20
		<b>Total</b>	5470-72	5402-85

<b>III.</b>	<b>SEMI-SKILLED:</b>			
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	Basic	3964-12	3891-62
10	Strip Packing Operator	V D A	1357-20	1357-20
11	Junior Technician	<b>Total</b>	5321-32	5248-82
12	Junior Supervisor			
13	Store Assistant			
14	Lab Chemist			
15	Process Chemist and other Semi-Skilled Labourers			
<b>IV.</b>	<b>UN-SKILLED:</b>			
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	1357-20	1357-20
9	Cleaner	<b>Total</b>	5162-28	5131-93
10	Gardeners / Malis			
11	Scavenger/Sweeper			
12	Other Un-Skilled labourer of other kind			
<b>IV</b>	<b>OFFICE STAFF:</b>			
1	Accountant /Manager	Basic	4090-98	4054-18
2	Cashier	V D A	1357-20	1357-20
3	Stenographer	<b>Total</b>	5448-18	5411-38
4	Clerk	Basic	3900-08	3839-13
5	Typist	V D A	1357-20	1357-20
		<b>Total</b>	5257-28	5196-33
6	Office Boy/Peon	Basic	3785-08	3773-68
		V D A	1357-20	1357-20
		<b>Total</b>	5142-28	5130-88

**Zone-I:** Bhrut 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. CLUBS

### 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: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### SCHEDULE

Sl. No.	Class of Employment	Minimum rates of wages per month	
<b>I</b>	<b>Highly Skilled:</b>		
1	Manager	Basic VDA <b>Total</b>	4209-97 1357-20 5567-17
2	Assistant Manager	Basic VDA <b>Total</b>	3964-27 1357-20 5321-47
3	Supervisor		
4	Accountant		
5	Steward		
6	Head cook		
7	Swimming coach		
<b>III. Skilled:</b>			
1	Typist / Clerk	Basic VDA <b>Total</b>	3862-42 1357-20 5219-62
2	Barman		
3	Telephone Operator		
4	Electrician		
5	Assistant Cook		
6	Bearer		
<b>IV. Un-Skilled:</b>			
1	Marker	Basic VDA <b>Total</b>	3848-77 1357-20 5205-97
2	Watchman		
3	Sweeper / Cleaner		
4	Gardener		
5	Picker		
6	Scavenger		

**V.D.A** : In addition to the basic wages, all Category of Employees in the state shall be paid 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: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### 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	
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	
<b>GRADE</b>						
<b>A</b> (Split seeds)	47.57	47.96	47.19	47.57	47.96	Bulk Triage  VDA per day Rs. 52-20
<b>PB</b> (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>B-A</b> (Split seeds)	47.96	49.39	47.96	47.96	45.76	
<b>C</b> -Broken or cut seeds	48.67	49.77	48.40	48.67	45.76	
<b>B (CA)</b> <b>T</b>	47.96 49.06	48.67 50.16	47.57 48.67	47.96 49.06	48.67 45.37	
						<b>Per day</b>
<b><u>B. OTHER CATEGORIES</u></b>			<b>BASIC</b>		<b>VDA</b>	<b>Total</b>
1	General Yard Workers		151-73		52-20	203-93
2	Garbing shed workers and creche workers		146-01		52-20	198-21

<b>Canteen Workers</b>			
i) Canteen Supervisor	165-30	52-20	217-50
ii) Canteen Cook	160-25	52-20	212-45
iii) Canteen Assistant Cook / Canteen Server and Supplier	155-73	52-20	207-93
iv) Canteen cleaner	151-53	52-20	203-73
<b>C Machine Room Employees</b>			<b>per month</b>
a) Foreman	4678-25	1357-20	6035-45
b) Assistant Foreman	4284-45	1357-20	5641-65
c) Engine Driver	4252-55	1357-20	5609-75
d) Fireman	4253-65	1357-20	5610-85
e) Fitter	4253-65	1357-20	5610-85
f) Assistant Engine Driver or Mechanic	4220-65	1357-20	5577-85
g) Assistant Fitter	3943-45	1357-20	5300-65
h) Any other category of machine room workers			
<b>D Yard Employees:</b>			
a) Yard Superintendent	4534-15	1357-20	5891-35
b) Maistry			
c) Carpenter	4172-25	1357-20	5529-45
d) Mason			
<b>E Garbling Shed Staff:</b>			
a) Garbling Maistry	4172-25	1357-20	5529-45
b) Mukadama / Moopathies / Sorters	4058-95	1357-20	5416-15
<b>F Office / Factory Staff:</b>			
a) Cashier/Stenographer	4350-45	1357-20	5707-65
b) Clerk / Typist	4157-95	1357-20	5515-15
d) Watchman / Peon / Attender	4043-55	1357-20	5400-75

**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 24 LMW 2012 dated 09.01.2013

Published in Gazette dated 09.01.2013

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

Cost of Living Index : 5075 - 4284 = 791points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### SCHEDULE

Sl. No.	Class of Employment		Minimum Rates of Wages payable per month			
			Zone-I		Zone-II	
1	2	3	4	5	6	7
I			Per Day	Per Month	Per Day	Per Month
1.	Manager	Basic V D A <b>Total</b>	240-00 36-50 276-50	6240-00 949-20 7189-20	220-00 36-50 256-50	5720-00 949-20 6669-20
2.	Confectioners	Basic V D A <b>Total</b>	210-90 36-50 247-40	5483-00 949-20 6432-20	191-46 36-50 227-96	4978-20 949-20 5927-40
3.	Assistant Confectioners	Basic	200-50	5213-10	180-61	4695-90
4.	Assistant (Helper)	V D A <b>Total</b>	36-50 237-00	949-20 6162-30	36-50 217-11	949-20 5645-10
5.	Any other category of employee which is not included above	Basic V D A <b>Total</b>	189-56 36-50 226-06	4928-80 949-20 5878-00	170-25 36-50 206-75	4426-60 949-20 5375-80
II.	<b>Office Staff:</b>					
1	Manager/Personal Officer	Basic VDA <b>Total</b>	243-84 36-50 280-34	6339-00 949-20 7288-20	224-61 36-50 261-11	5879-99 949-20 6829-19
2	Assistant Manager/ Assistant Personal Officer	Basic VDA <b>Total</b>	235-00 36-50 271-50	6110-00 949-20 7059-20	215-76 36-50 252-26	5610-00 949-20 6559-20

3	Accountant	Basic VDA <b>Total</b>	225-00 36-50 261-50	5850-00 949-20 6799-20	205-76 36-50 242-26	5350-00 949-20 6299-20
4	Cashier	Basic VDA <b>Total</b>	220-00 36-50 256-50	5720-00 949-20 6669-20	200-76 36-50 237-26	5220-00 949-20 6169-20
5	Stenographer/Computer Operator					
6	Store keeper					
7	Typist/Data Entry Operator	Basic VDA <b>Total</b>	215-00 36-50 251-50	5590-00 949-20 6539-20	195-76 36-50 232-26	5090-00 949-20 6039-20
8	Clerk					
9	Office boy/peon/ watchman/ attender	Basic VDA <b>Total</b>	175-00 36-50 211-50	4550-00 949-20 5499-20	170-00 36-50 206-50	4420-00 949-20 5369-20

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

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

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

## 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: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages payable	
			Per Day	Per Month
<b>I</b>	<b>Skilled- A</b>			
1	Carpenter	Basic	165-10	4292-60
2	Blacksmith	VDA	52-20	1357-20
3	Mechanic	Total	217-30	5649-80
<b>II</b>	<b>Skilled-B:</b>			
1	Boiler man	Basic VDA Total	160-33 52-20 212-53	4168-58 1357-20 5525-78
2	Welder			
3	Engine Driver			
4	Fitter	Basic VDA Total	160-33 52-20 212-53	4168-58 1357-20 5525-78
5	Turner			
6	Opener man			
<b>III</b>	<b>Semi-Skilled:</b>			
1	Fireman	Basic	157-28	4089-28
2	Roll cutter	VDA	52-20	1357-20
3	Number marker	Total	209-48	5446-48
4	Finishing man			
<b>IV</b>	<b>Unskilled-A:</b>			
	Makadam	Basic	153-08	3980-08
		VDA	52-20	1357-20
		Total	205-28	5337-28
<b>V</b>	<b>Unskilled-B:</b>			
1	Gin man	Basic	---	3954-45
2	Watchman/Peon	VDA		1357-20
3	Office boy	Total		5311-65
4	Sweeper			
5	Employees engaged in			

6	Picking, cleaning of kappas, Mazdoor /any other categories of unskilled employees not specified above			
<b>VI</b>	<b>Office Staff:</b>	Basic	---	4160-25
1	Clerk/Typist	VDA		1357-20
	Cashier and Store Keeper	<b>Total</b>		5517-45

**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 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: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per day	
			Zone-I	Zone-II
1	2	3	4	5
<b>I</b>				
1	<b>Skilled-A:</b>			
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	Basic	145-20	142-20
11	Painter	VDA	52-20	52-20
12	Fitter Class-I	Total	197-40	194-40
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			
21	Telephone Operator			
22	Turner			
23	Welder			
24	Crane Driver			
25	Stone Crusher			

26	Jack Hammer driver			
27	Blaster			
28	Stone Cristler			
29	Polisher			
30	Riveter			
31	Mason	Basic	145-20	142-20
32	Floor polisher	VDA	52-20	52-20
33	Pump Driver	Total	197-40	194-40
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			
<b>II</b>	<b>Semi-Skilled</b>			
1	Cleaner			
2	Asphalt sprayer			
3	Driller			
4	Navgani or chavli			
5	White Washer			
6	Colour Washer			
7	Driver			
8	Sawyer	Basic	140-20	139-20
9	Helper to Fitter	VDA	52-20	52-20
10	Gardener	Total	192-40	191-40
11	Cook			
12	Dhobi			
13	Conductor			
14	Care-taker			
15	Hammer-man			
16	Lift Attender			
17	Chick maker			
18	Helper to Carpenter			
19	Gang man			
20	Boatman			
21	Jumper man			
22	Brick moulder			
23	Asphalt Boiler Attendant			
24	Limestone Burner			

25	Mason & Brickler class -II			
26	Carpernter Class -II			
27	Fitter class-II			
28	Mechanic class-II			
29	Wire man clerk Grade			
30	Stone Voddar	Basic	140-20	139-20
31	Diesel Compressor Operator	VDA	52-20	52-20
32	Fireman in Bricks Plant	Total	192-40	191-40
33	Trained Mali with Certificate			
34	Bisti with water bag			
35	Horticulture Gardener			
36	Glayer			
37	Patkaries			
38	Tile Layer (Glazed Mosaic Tiles etc.)			
39	Mess man			
40	Tracer (Certificate holder)			
III	Unskilled (Heavy)	Basic	141-18	139-61
IV	Unskilled (Light)	VDA	52-20	52-20
		Total	193-38	191-81
V	Cartman with double Bullock-Cart	Basic	145-20	142-20
VI	Cartman with single Bullock-Cart	VDA	52-20	52-20
		Total	197-40	194-40
VII	Literate Cooly	Basic	141-18	139-61
		VDA	52-20	52-20
		Total	193-38	191-81
VIII	Graduate Employee	Basic	145-20	142-20
		VDA	52-20	52-20
		Total	197-40	194-40
IX	Engineering Diploma Employee	Basic	155-20	148-20
		VDA	<b>52-20</b>	52-20
		Total	<b>207-40</b>	200-40
X	Engineering Graduate Employee	Basic	160-20	154-20
		VDA	52-20	52-20
		Total	212-40	206-40

XI	Watchman	Basic	141-18	139-61
XII	Sweeper or Scavenger	VDA	52-20	52-20
XIII	Bellower	Total	193-38	191-81
XIV	Head Mazdoor			
XV	Blue Printer			

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

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

**V.D.A :** In addition to the basic wages, all Category of Employees in the state shall be paid 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: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### **S C H E D U L E**

<b>Sl. No.</b>	<b>Class of Employment</b>	<b>Minimum rates of wages payable per day (Rs.)</b>		
		<b>Basic</b>	<b>VDA</b>	<b>Total</b>
<b>1</b>	<b>2</b>	<b>4</b>	<b>5</b>	<b>6</b>
1	Washing the Utensils: Washing the clothes/ House Keeping and looking after Childrens	139-20	52-20	191-40
2	Washing the clothes/ Washing the Utensils/ House keeping and cleaning of house.	134-20	52-20	186-40

**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 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: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### S C H E D U L E

Sl. No.	Class of Employment		Minimum rates of wages payable	
			Zone-I	Zone-II
1	2	3	4	5
<b>I</b>				
1	<b>Highly Skilled</b>	Basic	4674-20	4605-20
2	Production Manager	V D A	1357-20	1357-20
3	Sales Executive		6031-40	5962-40
4	Assembling Supervisor Quality Inspector	<b>Total</b>		
<b>II</b>	<b>Skilled:</b>			
1	Diploma Technician			
2	Lab Technician			
3	Technician			
4	Electrician			
5	Operator			
6	Radio and T.V. Mechanic Assembling Operator (ITI & Diploma Holder)	Basic	4151-20	4082-20
		V D A	1357-20	1357-20
7	Computer Operator/ Machine Operator	<b>Total</b>	5508-40	5439-40
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			
<b>26</b>	Driver	Basic V D A Total	3929-20 1357-20 5286-40	3865-20 1357-20 5222-40
<b>III</b>	<b>Semi-Skilled</b>			
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	Basic	3978-20	3908-20
12	Decorator	V D A	1357-20	1357-20
13	Fireman	Total	5335-40	5265-40
14	Moulder Grade-II			
15	Drill man			
16	Paper Cutting Swaping (Hand Operator)			
17	Can-Fitter			
18	Assistant Technician			
19	Assistant carpenter			
20	Aligner			
<b>IV</b>	<b>Un-skilled:</b>			

1	Assistant			
2	Helper			
3	Packer			
4	Attender			
5	Watchman	Basic	3720-20	3709-20
6	Cleaner	V D A	1357-20	1357-20
7	Gardener: Mali	<b>Total</b>	5077-40	5066-40
8	Curling			
9	Sweeper/Scavenger			
10	Other Un-skilled Labourer			
<b>V</b>	<b>Office staff:</b>			
1	Accountant/Cashier	Basic	4013-20	3978-20
2	Stenographer	V D A	1357-20	1357-20
		<b>Total</b>	4370-40	5335-40
3	Clerk	Basic	3829-20	3771-20
4	Typist	V D A	1357-20	1357-20
5	Timber Keeper	Total	5186-40	5128-40
6	Sales Assistant			
7	Purchase Assistant			
8	Receptionist			
9	Peon	Basic	3720-20	3709-20
		V D A	1357-20	1357-20
		Total	5077-40	5066-40

**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: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

**SCHEDULE**

Sl. No.	Class of Employment		Minimum rates of wages payable Per month	
			Zone-I	Zone-II
<b>I</b>	<b>Highly Skilled</b>			
1	Foreman	Basic	4507-20	4374-20
2	Workshop Supervisor	VDA	1357-20	1357-20
		<b>Total</b>	5864-40	5731-40
3	Manager	Basic	4359-20	4288-20
4	Supervisor	VDA	1357-20	1357-20
		<b>Total</b>	5716-40	5645-40
<b>II</b>	<b>Skilled:</b>			
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			
13	Chemist	Basic	4288-20	4263-20
14	Welder	VDA	1357-20	1357-20
15	Fitter	<b>Total</b>	5645-40	5620-40
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			
<b>III</b>	<b>Semi-Skilled:</b>			
1	Electroplating Assistant	Basic VDA Total	4111-20 1357-20 5468-40	4046-20 1357-20 5403-40
2	Plating Co-ordinators			
3	Plating Man			
4	Assistant Machine Operator	Basic	4160-20	4090-20
5	Assistant Fitter	VDA	1357-20	1357-20
6	Winding, Ringing, Fitting, soldering, mounting, little educated or uneducated	<b>Total</b>	5517-40	5447-40
<b>IV</b>	<b>Unskilled:</b>			
1	Assistant			
2	Pack maker			
3	Helper	Basic	3901-20	3890-20
4	Attender	VDA	1357-20	1357-20
5	Watchman		5258-40	5247-40
6	Mazdoor	<b>Total</b>		
7	Cleaner			
8	Gardner / Mali			
9	Sweeper/Scavenger			
<b>V</b>	<b>Office staff:</b>	Basic	4194-20	4159-20
1	Accountant	VDA	1357-20	1357-20
2	Cashier		5551-40	5516-40
3	Stenographer	<b>Total</b>		
4	Clerk	Basic	4119-20	3153-20
5	Typist	VDA	1357-20	1357-20
		<b>Total</b>	5476-40	4510-40
6	Time Keeper	Basic	3901-20	3890-20
7	Sales Assistant	VDA	1357-20	1357-20
8	Purchase Assistant	<b>Total</b>	5258-40	5247-40
9	Receptionist			
10	Peon			

**Zone-I:** Bangalore City Agglomeration Area and all City Corporations in the State and Agglomeration areas (Towns having City Corporations)

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

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

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

**Notification No. KAE 26 LMW 2011 dated 09.01.2013**

Published in Gazette dated 09.01.2013

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

Cost of Living Index : 5075 - 4284 = 791points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### **SCHEDULE**

Sl. No.	Class of Employment	Minimum rates of wages		
			Per day	Per month
1	High skilled	Basic	225-00	5850-00
		VDA	36-50	949-20
		<b>Total</b>	<b>261-50</b>	<b>6799-20</b>
2	Skilled	Basic	215-00	5590-00
		VDA	36-50	949-20
		<b>Total</b>	<b>251-50</b>	<b>6539-20</b>
3	Semi-skilled	Basic	190-00	4940-00
		VDA	36-50	949-20
		<b>Total</b>	<b>226-50</b>	<b>5889-20</b>
4	Unskilled	Basic	175-00	4550-00
		VDA	36-50	949-20
		<b>Total</b>	<b>211-50</b>	<b>5499-20</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 4284 points.

## 25. ENGINEERING INDUSTRY

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

Published in Gazette dated 24-1-2012

Minimum Wages With effect from 01-04-2011

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

Cost of Living Index: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### 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>	Basic	4993-04	192-04	4750-20	182-70
		VDA	1357-20	52-20	1357-20	52-20
		Total	6350-24	244-24	6107-40	234-90
2	<i>Skilled</i>	Basic	4709-64	181-14	4451-20	171-20
		VDA	1357-20	52-20	1357-20	52-20
		Total	6066-84	233-34	5808-40	223-40
3	<i>Semi skilled</i>	Basic	4489-68	172-68	4293-90	165-15
		VDA	1357-20	52-20	1357-20	52-20
		Total	5846-88	224-88	5651-10	217-35
4	<i>Un-skilled</i>	Basic	4426-50	170-25	4241-90	163-15
		VDA	1357-20	52-20	1357-20	52-20
		Total	5783-70	222-45	5599-10	215-35

**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.

## 26. FILM INDUSTRY

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

Published in Gazette dated : 03-02-2010

Minimum Wages With effect from 03-02-2010

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

Cost of Living Index: 5075 - 3528 = 1547 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### SCHEDULE

#### **I. EXHIBITION SECTOR:**

Sl. No.	Class of Employment	Minimum rates of wages payable					
		Zone-I	Zone-II	Zone-III	Zone-IV	Zone-V	
1	2	3	4	5	6	7	
<b>I</b>							
1	Assistant Manager	Basic V D A <b>Total</b>	4732.00	4605.00	4579.00	4569.00	3755.00
2	Supervisor		2320.50	2320.50	2320.50	2320.50	2320.50
3	Accountant		7050.50	6925.50	6899.50	6889.50	6075.50
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.						
<b>II</b>							
1	Office Assistant	Basic V D A <b>Total</b>	4569.00	3745.00	3734.00	3718.00	3660.00
2	Clerk		2320.50	2320.50	2320.50	2320.50	2320.50
3	Typist		6889.50	6065.50	6054.50	6038.50	5980.50
4	Assistant Ssuperviosr						
5	Booking Clerk						
6	Assistant Operator (with licence)						
7	Wireman (with licence)						
8	Electrician (with licence)						
9	Air Conditioner						
10	Carpenter						
11	Painter						
12	Vehicle driver						

13	Mechanic and all employees who are doing the work of the nature and responsibility done by persons falling under the category by whatever name or designation they be called.						
<b>III</b>							
1	Gate Keeper	Basic V D A  <b>Total</b>	3755.00	3734.00	3718.00	3660.00	3545.00
2	Door Keeper		2320.50	2320.50	2320.50	2320.50	2320.50
3	Watchman		6075.50	6054.50	6038.50	5980.50	5865.50
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.						
<b>IV</b>							
1	Sweeper	Basic V D A  <b>Total</b>	3729.00	3718.00	3660.00	3544.00	3518.00
2	Sanitary Helper		2320.50	2320.50	2320.50	2320.50	2320.50
3	Board Boy		6049.50	6038.50	5980.50	5864.50	5838.50
4	Attender, Usher Battery						
5	Office Boy						
6	Gardner Battery Boy						
7	Cycle stand boy and all employees doing the work of the nature and responsibility done by persons falling under the category by whatever name or designation they be called.						

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

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

**Zone-I:** Bangalore City Agglomeration Area.

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

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

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

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

**I. DISTRIBUTION SECTION AND PRODUCTION SECTION:**

Sl. No.	Class of Employment		Zone-I	Zone-II
			Bangalore city Agglomeration Area	All distribution offices in places other than Bangalore city Agglomeration Area
1	2	3	4	5
<b>I</b>				
1	Assistant Manager	Basic VDA <b>Total</b>	4732.00 2320.50 7052.50	4605.00 2320.50 6925.50
2	Accountant			
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			
<b>II</b>				
1	Assistant Accountant	Basic VDA <b>Total</b>	4569.00 2320.50 6889.50	3755.00 2320.50 6075.50
2	Typist			
3	Clerk			
4	Checking operator			
5	Receptionists			
6	Publicity Incharge			
7	Cashier			
8	Store keeper Representatives			
9	Driver and all employees doing the work of nature and responsibility done by persons falling under the category by whatever name or designation they be called.			
<b>III</b>				
1	Peon			
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	Basic VDA <b>Total</b>	3734.00 2320.50 6054.50	3718.00 2320.50 6038.50
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**STUDIO SECTOR-Entire State**

<b>S1. No</b>	<b>Class of Employment</b>		<b>Minimum rates of wages per month</b>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>I</b>			
1	Sound Recordist	Basic VDA <b>Total</b>	4732.00 2320.50 7052.50
2	Set maistry		
3	Setting Master		
4	Supervisor		
5	Secretary cameraman		
6	Camera incharge and all employees doing the work of the nature and responsibility done by persons falling under the category by whatever name or designation they be called.		
<b>II</b>			
1	Developer	Basic VDA <b>Total</b>	4605.00 2320.50 6925.50
2	Laboratory Assistant		
3	Sound Assistant		
4	Printing Assistant		
5	Laboratory Electrician		
6	Chief Electrician		
7	Makeup Assistant		
8	Painting Assistant		
9	Painter (Skilled)		
10	Carpenter (Skilled)		
11	Stenographer		
12	Accountant		
13	Floor-in-charge and all employees doing the work of the nature and responsibility done by persons falling under the category by whatever name or designation they be called		
<b>III</b>			
1	Vehicle Driver	Basic VDA <b>Total</b>	4679.00 2320.50 6999.50
2	Telephone operator		
3	Clerk		
4	Typist		
5	Store keeper		
6	Carpentry Helper		
7	Assistant Carpenter		
8	Assistant Painter		

9	Projectionist and all employees doing the work of the nature and responsibility done by persons falling under the category by whatever name or designation they be called.		
<b>IV</b>			
1	Light Boy	Basic VDA <b>Total</b>	3755.00 2320.50 6075.50
2	Assistant Electrician		
3	Electrician Helper		
4	Boomist		
5	Boo man		
6	Camera Helper		
7	Editing Assistant		
8	Editing Helper		
9	Assistant Printer		
10	Printing Helper		
11	Developing Assistant		
12	Laboratory Assistant		
13	Security Watchman and all employees doing the work of the nature and responsibility done by persons falling under the category by whatever name or designation they be called.		
<b>V</b>			
1	Office Boy	Basic VDA <b>Total</b>	3734.00 2320.50 6054.50
2	Attender		
3	Helper		
4	Watchman		
5	Sweeper		
6	Gardener		
7	Store Assistant		
8	Store Helper		
9	Cooly (Mazdoor) and all employees doing the work of the nature and responsibility done by persons falling under the category by whatever name or designation they be called.		

**V.D.A :** In addition to the basic wages, all Category of Employees in the state shall be paid 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. Gulbarga
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  
Banahatti- Rabakavi  
Doddaballapur  
Nippani  
Gangavathi  
Harihara  
Channapatna  
Yadgiri  
Ilkal  
Chickballapur  
Chamarajanagar  
Udupi  
Nanjangud  
Tiptur  
Shorapur  
Kanakapur  
Kampli  
Tarikere  
Gokak

Savanur  
Bhatkal  
Hiriyur  
Puttur  
Shikaripur  
Chellakere  
Humnabad  
Savadatti  
Harapanahalli  
Laksmeswar  
Mercara  
Malavalli  
Ramadurga  
Bailahongala  
Jamakhandi  
Attani  
Sankeshwer  
Chikkodi  
Haveri

Hunsur  
Siddlaghatta  
Mulbagal  
Kollegal  
Sirsi  
Sagar  
Karwar  
Koppal  
Chintamani  
Guledgud  
Dandeli  
Basavakalyan  
Arasikere  
Kundapur  
Shahabad  
Karkala  
Sira

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

**Notification No. KAE 93 LMW 2008 dated 04.01.2010**

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

Cost of Living Index:5075- 3196 = 1879points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

**S C H E D U L E**

<b>Sl. No.</b>	<b>Class of Employment</b>		<b>Minimum rates of wages per month</b>
<b>1</b>	<b>2</b>		<b>3</b>
1	Project Officer, Plant In charge, Marketing Officer, Field Officer, Engineer.	Basic VDA Total	4133-00 1972-95 6105-95
2	Cold Storage Supervisor, Processing Supervisor, Production Supervisor and other Supervisors.	Basic VDA Total	4050-00 1972-95 6022-95
3	Chemist, Technician-cum-Supervisor, Operator, Machine Operator, Process Worker, Curing Operator, Grading, Heavy Duty Driver, Electrician, Carpenter, Mechanic, Boiler operator, Refrigerator Mechanic, Driver, Telephone Operator, Workers engaged in fishing with per seine net	Basic VDA Total	3609-00 1972-95 5581-95
4	Laboratory Assistant, Processing Assistant, Constructor of water blocks, Assistants engaged in prawns seedling production, Transporters of fish seedlings and putting in ponds, pulling of nets, boat driver, light duty driver	Basic VDA Total	3437-96 1972-95 5410-91

5	Ice dumper, dumper, unloaders from boats, transporters to markets, salesman, workers engaged in bringing motor boats into the water and bringing back to the land, deck loader, deck unloader, fish cutters, peeling and cleaners, ice breakers.	Basic VDA <b>Total</b>	3173-36 1972-95 5146-31
6	Workers engaged in mixing ice and salt mixing to fish, fish drying, watchman, transportation of fish seedlings from place to place, manure fish feeders, fishing of prawns, (lakes, rivers and ponds fish), transporters, attender, vehicle cleaners, cleaners, mazdoors (working on land), scavenger		
7	Workers engaged in production of prawns in salt water 1) Land digging 2) Levelling of land	<b>Per day</b>	
		Basic VDA <b>Total</b>	121-82 75-88 197-70
8	Removal of weeds	Basic VDA <b>Total</b>	82.97 75-88 158-85
		<b>Per month</b>	
1	Office staff: Accountant/ Stenographer	Basic VDA <b>Total</b>	3515-65 1972-95 5488-60
2	Clerk	Basic	3278-26
3	Typist	VDA	1972-95
4	Store keeper	<b>Total</b>	5251-21
5	Office Boy	Basic	3173.26
6	Peon	VDA <b>Total</b>	1972-95 5146-21
		<b>Per day</b>	

1	section		
2	Big size	Basic	121-82
3	Small size	VDA	75-88
	Beheading	<b>Total</b>	197-70
1	Frog Legs:		
2			
3	Jumbo		
4	Big Size		
	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.

**28.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: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014

**S C H E D U L E**

Sl. No.	Class of Employment		Minimum rates of wages payable	
			Zone-I	Zone-II
1	2	3	4	5
<b>I</b>	<b>Highly Skilled</b>			
1	Foreman	Basic	4212-90	4146-90
2	Manager	VDA	1357-20	1357-20
		<b>Total</b>	5570-10	5504-10
3	Supervisor	Basic	4072-21	4005-40
		VDA	1357-20	1357-20
		<b>Total</b>	5429-41	5362-60
<b>II</b>	<b>Skilled</b>			
1	Machine Operator	Basic	4048-06	3981-91
2	Steamer Operator	VDA	1357-20	1357-20
3	Boiler Operator	Total	5405-26	5339-11
4	Generator Operator			
5	Mix room operator			
6	Freezer operator			
7	Processing operator			
8	Senior operator			
9	Operator			
10	Mechanic			
11	Technician			
12	Lab Technician			
13	Electrician			
14	Chemist			
15	Cutter/Mixer			
16	Sweet Maker			
17	Kova Maker			
18	Purchaser			
19	Store keeper & other skilled Labourer			

20	<b>Driver</b>	Basic VDA <b>Total</b>	3835-40 1357-20 5192-60	3773-40 1357-20 5130-60
III	<b>Semi Skilled</b>			
1	Production Assistant	Basic	3881-00	3816-01
2	Salesman	VDA	1357-20	1357-20
3	Sorter /other semi-skilled labourer	<b>Total</b>	5238-20	5173-21
IV	<b>UnSkilled</b>			
1	Bottle Filler	Basic	3636-40	3627-01
2	Packer	VDA	1357-20	1357-20
3	Cold Room Boy	<b>Total</b>	4993-60	4984-21
4	Cleaning Room Boy			
5	Powdering and Mixing			
6	Packers			
7	Assistant			
8	Mazdoor			
9	General worker			
10	Helper			
11	Cleaner			
12	Loading and un-loading			
13	Peon			
14	Watchman			
15	Peeler			
16	Sweeper/Scavenger			
17	Any other un skilled labourer not shown above			
V	<b>Office Staff</b>			
1	Accountant	Basic	3915-60	3882-15
2	Cashier	VDA	1357-20	1357-20
3	Stenographer	<b>Total</b>	5272-80	5239-35
4	Clerk			
5	Typist			
6	Collection clerk	Basic	3741-40	3685-40
7	Booking Delivery Clerk	VDA	1357-20	1357-20
8	Sales Assistant / Bill Clerk	<b>Total</b>	5098-60	5042-60
9	Office Boy / Office Assistant	Basic VDA <b>Total</b>	3636-40 1357-20 4993-60	3626-40 1357-20 4983-60

**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.

## 29.FORESTRY & TIMBERING INDUSTRY

**Notification No. KAE 25 LMW 2012 dated 09.01.2013**

Published in Gazette dated 09.01.2013

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

Cost of Living Index : 5075 - 4284 = 791points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### S C H E D U L E

Sl. No.	Class of Employment		Minimum rates of wages	
			Per Day	Per Month
<b>I</b>	<b><u>Skilled:</u></b>			
1	Axeman	Basic VDA Total	220-00 36-50 256-50	5720-00 949-20 6669-20
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)			
<b>II</b>	<b>SEMI SKILLED:</b>			
1	Workers engaged in collecting of bamboo, cane and reeds	Basic VDA Total	205-00 36-50 241-50	5330-00 949-20 6279-20
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			
8	Workers engaged in marking on trees			
9				
10				

<b>III</b>	<b>UN SKILLED:</b>			
1	Mazdoor watchers, workers working in forest nursery and plantations			
2	Firewood/Timber, Head carriers			
3	Workers engaged in boundary clearing & fire protection			
4	Workers engaged in earth works (pit making etc.)	Basic	190-00	4940-00
5	Workers engaged in construction of roads (excluding breaking of rocks)	VDA	36-50	949-20
6	Peons, watchers & sweepers engaged by the contractors (in connection with forestry inside and outside)	<i>Total</i>	226-50	5889-20
<b>III.</b>	<b>Drivers</b>			
1	Lorry Driver	Basic	220-00	5720-00
		VDA	36-50	949-20
		<i>Total</i>	256-50	6669-20
2	Jeep/Car Driver	Basic	200-00	5200-00
		VDA	36-50	949-20
		<i>Total</i>	236-50	6149-20
<b>Sl. No.</b>	<b>Logs in cubic metre</b>			
	<b>PIECE RATED WORKERS</b>			
1	Axemens (Felling & preparation of hard wood & soft wood)			
a)	<b>Logs not to be demarked:</b>			VDA Rs. 36-50 per day
	1. Less than half cubic metre	<b>170-00</b>		
	2. More than half cubic metre	<b>140-00</b>		
b)	<b>Logs to be demarked:</b>			
	1. Less than half cubic metre	<b>186-00</b>		
	2. More than half cubic metre	<b>151-00</b>		
<b>Sl. No.</b>	<b>Work</b>	<b>Unit</b>	<b>Minimum piece rated Wages</b>	
	<b>FOREST NURSERY AND PLANTATION WORKERS</b>			
1	Formation of nursery bed for teak	1 Sq.	<b>120-00</b>	

	(excluding collection of bamboo)	metre		
2	Sowing of seeds in nursery bed	1 Sq. hectare	115-00	VDA Rs. 36-50/ per day
3	Aligning Swaking (2m+2m)	1 Sq. hectare	355-00	
4	Pulling out teak seedlings (one year nursery plants) and preparation of stumps	100 stems	121-00	
5	Pulling out teak seedlings (two year nursery plants) and preparation of stumps	100 stems	123-00	
6	Teak planting	Sq. metre	122-00	
7	Preparation of seed nursery for eucalyptus		116-00	
8	Watering for eucalyptus nursery plants (thirty litres of water for square metre)		114-00	
9	Collection of sieving of forest soil per cubic metre of soil	100 polythene bags	184-00	
10	Filling polythene bags of 12x18 cm 100 gauge watering facilities planting	100 polythene bags	123-00	
11	Pulling out eucalyptus seedlings nursery bed & Transplanting into polythene bags	100 seedlings	117-00	
12	Digging planting pits in ordinary forest soil after lines pits or 25x25x25cm. At stretching of 21:3 metre 21:2 metres	100 feet	132-00	
13	Digging pits of dimension of 30x30 cm after rains	100 feet	177-00	
14	Digging pits of dimension of 25x25x25cm	100 feet	165-00	
15	Digging pits of dimension of 30x30x30 cm during dry weather	100 feet	228-00	
16	Digging pits in couldery soil of 25x25x25 cm after rain	100 feet	145-00	
17	Digging pits couldery of dimension of 30x30x30cm after rain	100 feet	171-00	
18	Digging pits in couldery of dimension of 30x30x30 cm during dry weather	100 feet	173-00	
19	Digging pits in couldery soil of dimension 25x25x25cm after rain	100 feet	267-00	
20	Transport of seedlings in polythene bags to planting sites and distribution up to a lead of 500 metres	100 seedlings	117-00	
21	Planting bags seedlings	100	121-00	

		plants		VDA Rs. 36-50 per day
22	Covering planting pit dimensions 25x25x25 cm and digging planting pit holes	100 pits	126-00	
23	Works including Sl. No. 21 and 22	100 plants	142-00	
24	Aligning and Squawking 2 1/2x 2 1/2 metre	1 hectare	391-00	

**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 4284 points.

### 30. 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: 5075- 2703 = 2372 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

**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
<b>I</b>	<b>Highly Skilled</b>			
1		Basic	2805-90	2739-70
2	Foreman	VDA	2490-60	2490-60
3	Supervisor		5296-50	5230-30
	Change hand/Leading hand	<b>Total</b>		
<b>II</b>	<b>Skilled</b>			
1				
2	Machinist			
3	Turner			
4	Mechanic			
5	Pattern maker			
6	Fitter			
7	Core maker	Basic	2645-20	2573-80
8	Moulder	VDA	2490-60	2490-60
9	Blacksmith	Total	5135-80	5064-40
10	Carpenter			
11	Grinder			
12	Miller			
13	Winder			
14	Die maker			
15	Electrician			
	Metal floarer / Shel Moulder			

<b>III</b>				
1	<i>Semi skilled</i>			
2	Driller			
3	Stone cutter			
4	Fireman/ Coupolaman/ Furnace man	Basic	2475-10	2409-00
5	Oil man	VDA	2490-60	2490-60
6	Painter		4965-70	4899-60
7	Wingler	<b>Total</b>		
8	Tinker			
9	Assembler Nickle or any other planter			
10	Wire man			
11	Fitter			
<b>IV</b>				
1	<i>Office staff:</i>			
2	Clerk	Basic	2475-10	2409-00
3	Typist	VDA	2490-60	2490-60
4	Cashier		4965-70	4899-60
5	Store keeper Accountant	<b>Total</b>		
6	Automobile Driver	Basic	2419-50	2375-40
		VDA	2490-60	2490-60
			4910-10	4866-00
		<b>Total</b>		
7	Peon, Watchman and Office Boy	Basic	2105-50	2066-70
		VDA	2490-60	2490-60
			4596-10	4557-30
		<b>Total</b>		
<b>V</b>				
1	<i>Unskilled:</i>	Basic		2105-50
2	Sweeper	VDA		2490-60
3	Cleaner Mazdoor			4596-10
		<b>Total</b>		

**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.

## 31. GLASS AND GLASSWARE INDUSTRY

**Notification No. KAE 96 LMW 2008 dated 25-01-2011**

Published in Gazette dated 3-3-2011

Minimum Wages with effect from 01-04-2010

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

Cost of Living Index: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month	
			Zone-I	Zone-II
1	2	3	4	5
<b>I</b>				
1	<b>Highly Skilled</b>	Basic	4100-92	4034-72
2	Foreman	VDA	1357-20	1357-20
3	Senior Glass Technologist		5458-12	5391-92
	Glass blowers	<b>Total</b>		
4	Manager	Basic	3960-22	3894-07
5	Supervisor	VDA	1357-20	1357-20
6	Junior Technician		5317-42	5251-27
		<b>Total</b>		
<b>II</b>				
1	<b>Skilled</b>			
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	1357-20	1357-20
12	Furnace Mason	Total	5293-27	5227-12
13	Pattern maker			

14	Mould Engraver			
15	Blacksmith			
16	Grinding Machine operator			
17	Shaper and Planer			
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	1357-20	1357-20
	Engine Driver		5081-11	5019-22
		<b>Total</b>		
<b>III</b>				
1	<b><i>Semi skilled:</i></b>			
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	1357-20	1357-20
11	Crusher		4881-67	4871-17
12	Machine man	<b>Total</b>		
13	Airman			
14	Glass Edge Grinder			
15	Glass plaster			
16	Lever man			
17	Blown Article sorter			
18	Sorter			
	Press Lever man			
<b>IV</b>				
1	<b><i>Un-Skilled:</i></b>			
2	Steam operator Helper	Basic		
3	Glass Cutter Helper	VDA	3524-47	3513-97
4	Helper		1357-20	1357-20
5	Assistant Glass Polisher	<b>Total</b>	4881-67	4871-17
6	Packer			

7	Remover of Ash and charcoal from furnace			
8	Loader and Un-Loader			
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			
<b>V</b>				
1	<b>Office staff:</b>	Basic	3803-75	3770-17
2	Accountant	VDA	1357-20	1357-20
3	Stenographer		5160-95	5127-37
4		<b>Total</b>		
	<i>Clerk</i>			
	Typist			
5	Time keeper	Basic	3629-47	3573-82
		VDA	1357-20	1357-20
		<b>Total</b>	4986-67	4931-02
6	Office Boy	Basic	3524-47	3513-97
		VDA	1357-20	1357-20
		<b>Total</b>	4881-67	4871-17

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

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

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

## 32. GRANITE STONES AND MARBLES INDUSTRY

**Notification No. KAE 35 LMW 2012 dated 09.01.2013**

**Published in Gazette dated 09.01.2013**

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

Cost of Living Index : 5075 - 4284 = 791points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month			
			Zone-I		Zone-II	
			Per Day	Per Month	Per Day	Per Month
<b>I</b>	<b>Highly Skilled (A)</b>					
1	Production Manager	Basic	240-00	6240-00	220-76	5740-00
2	Production Engineer	VDA	36-50	949-20	36-50	949-20
3	Engineer	<b>Total</b>	276-50	7189-20	257-26	6689-20
<b>II</b>	<b>Highly Skilled (B)</b>					
1	Maintenance Supervisor	Basic VDA Total	225-53 36-50 262-03	5863-78 949-20 6812-98	205-00 36-50 241-50	5330-00 949-20 6279-20
2	Supervisor Grade-I					
3	Assistant Engineer					
4	Gang saw operator					
5	Tile polisher					
6	Monument Maker					
7	Crane operator					
8	Mobile Crane operator					
9	Machine operator					
10	Polisher					
11	Edge cutter					
12	Welder Grade-I					
13	Black cutter (Machine)					
14	Slab processing man					
15	Brisk polisher					
16	Polishing Machine Operator					
17	Senior operator					

<b>III</b>	Skilled					
1	Supervisor					
2	Electrician	Basic VDA Total	220-00 36-50 256-50	5720-00 949-20 6669-20	200-00 36-50 236-50	5200-00 949-20 6149-20
3	Fitter					
4	Carpenter					
5	Stone Dresser					
6	Welder					
7	Maison					
8	Ranger operator					
9	Operator					
10	Welder Grade-II					
11	Co-Operator					
12	Polishing operator					
13	Maistry					
14	Stone Crushing and other skilled labourer					
15	Lorry Driver					
16	Zeep/Car Driver	Basic VDA Total	200-00 36-50 236-50	5200-00 949-20 6149-20	190-00 36-50 226-50	4940-00 949-20 5889-20
<b>IV</b>	Semi skilled					
1	Stone cutter	Basic VDA Total	190-60 36-50 227-10	4955-60 949-20 5904-80	171-34 36-50 207-84	4455-00 949-20 5404-20
2	Junior operator					
3	Assistant operator					
4	Assistant stone cutter					
5	Packing Supervisor					
6	Assistant Electrician					
7	Assistant Store Keeper					
8	Trainee operator					
9	Helper for Monument Maker					
10	D.G. Operator					
11	Store carrier & other semi-Skilled Labourer					
<b>V</b>	Un-Skilled					
1	House keeping					
2	General Helper					

3	Watchman	Basic VDA <b>Total</b>	180-00 36-50 216-50	4680-00 949-20 5629-20	160-76 36-50 197-26	4160-00 949-20 5109-20
4	Packer					
5	Helper					
6	Cleaner					
7	Hamali					
8	Assistant					
9	Mazdoor					
10	Loading and un-loading					
11	Sweeper					
12	other un- skilled labour					
<b>VI</b>	<b>Office staff</b>					
1	Manager/Personal Officer	Basic VDA <b>Total</b>	243-84 36-50 280-34	6339-00 949-20 7288-20	224-61 36-50 261-11	5879-99 949-20 6829-19
2	Assistant Manager	Basic VDA <b>Total</b>	235-00 36-50 271-50	6110-00 949-20 7059-20	215-76 36-50 252-26	5610-00 949-20 6559-20
3	Accountant	Basic VDA <b>Total</b>	225-00 36-50 261-50	5850-00 949-20 6799-20	205-76 36-50 242-26	5350-00 949-20 6299-20
4	Assistant Accountant					
5	Cashier	Basic VDA <b>Total</b>	220-00 36-50 256-50	5720-00 949-20 6669-20	200-76 36-50 237-26	5220-00 949-20 6169-20
6	Stenographer/Computer Operator					
7	Store keeper					
8	Typist/Data Entry Operator	Basic VDA <b>Total</b>	215-00 36-50 251-50	5590-00 949-20 6539-20	195-76 36-50 232-26	5090-00 949-20 6039-20
9	Clerk					
10	Customs clerk	Basic VDA <b>Total</b>	200-00 36-50 236-50	5200-00 949-20 6149-20	180-00 36-50 216-50	4680-00 949-20 5629-20
11	Personal Assistant	Basic VDA <b>Total</b>	190-00 36-50 226-50	4940-00 949-20 5889-20	175-00 36-50 211-50	4550-00 949-20 5499-20

12	Receptionist	Basic VDA <b>Total</b>	180-00 36-50 216-50	4680-00 949-20 5629-20	160-00 36-50 196-50	4368-00 949-20 5317-20
13	Office boy/peon/ watchman/ attender/sweeper	Basic VDA <b>Total</b>	175-00 36-50 211-50	4550-00 949-20 5499-20	155-76 36-50 192-26	4050-00 949-20 4999-20

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

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

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

### 33. HANDLOOM & POWERLOOM (COTTON) INDUSTRY

**Notification No. KAE 154 LMW 2007 dated 02.03.2009**

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

Cost of Living Index: 5075 - 3196 = 1879 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

#### SCHEDULE

Class of Employment		Minimum rates of wages	
1		2	
<b><u>I. Weaving-Handloom:</u></b>			
(a) Saree-Plain sarees with border with width of 48"-54"(cms 121.92-137.16)	<b>Counts</b>	<b>Rates per Mtr</b>	
	40		
	60	20.60	
	80	22.00	
	100-120	23.60	
		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			

+ VDA @ Rs.  
65-04/- per  
day

(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	
<b>Note:</b> For design work or chowkli (checks) 1/3 of the above rates be paid extra				
<b>Category - II Weaving - Powerloom:</b>				
<b>(a) Sarees:</b> <i>Plain with border:</i>	Width	Counts	Rates per Mtr	+ VDA @ Rs. 65-04/- per day
	48" - 54" Cms (121.92-137.16)	40	10.10	
	48" - 54" Cms (121.92-137.16)	60	13.10	
	48" - 54" Cms (121.92-137.16)	80	16.30	
	48" - 54" Cms (121.92-137.16)	80 -120	21.60	
	48" - 54" Cms (121.92-137.16)			
<b>(b) Other than sarees</b> 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	
<b>Note:</b> For Dobby work, 1/10 of above rates be paid extra				
<b>Category - III:Warping (Both Handloom and Powerloom)</b>				
<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	80 - 120	750.00	

	76.2-137.16 Cms		
<b>Category - IV : Dye work</b>			
		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	
<b>Category - V: (a) Pern Winding (By hand)</b>			
	Counts	Rate	
a) 20 - 30		4.30 Per Knot	+ VDA @Rs. 65- 04/- per day
b) 40 - 60		8.50 Per Knot	
c) 60 - 80		11.00 Per Knot	
d) 80 - 120 Counts		13.10 Per Knot	
<b>Category - V : (b) Pern Winding / Reeling (By machine)</b>			
	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)	
		<b>Per month</b>	
<b>Category - VII: Supervisor/Jobbers</b>	Basic	2830.00	
	VDA	1691.10	
	Total	4521.10	
<b>Category - VIII: Office Staff:</b>			
a) Accountant	Basic	2830.00	
b) Typist	VDA	1691.10	
c) Clerk	Total	4521.10	
<b>Category - IX: Watchman</b>	Basic	2446.00	
<b>Category - X:Hamali / Sweeper</b>	VDA	1691.10	
	Total	4137.10	

**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.

## 34. HOSPITALS AND NURSING HOMES

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

Published in Gazette dated 16-12-2010

Minimum Wages With effect from 16-12-2010

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

Cost of Living Index: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month	
			Zone-I	Zone-II
1	2		3	4
1	<b><u>PART-I</u></b>	Basic	4633-00	4488-00
2	Junior Doctors (Degree)	VDA	1017-90	1017-90
3	Ayurvedic Doctors (Degree)		5650-90	5505-90
	Homeo Doctors (Degree)	<b>Total</b>		
1	<b>PART-II</b>			
2	Manager			
3	Ayurvedic Doctor (Diploma)			
4	Homeo Doctor (Diploma)			
4	Matrons	Basic	4416-00	4269-00
5	Bio-Chemist	VDA	1017-90	1017-90
6	Micro-Biologist		5433-90	5286-90
7	Psychologist	<b>Total</b>		
8	Medical and Psychiatric			
9	Social worker			
1	<b>PART-III:</b>			
1	Accountant	Basic	4343-00	4196-00
2	Research Assistant-cum-Scientific Assistant	VDA	1017-90	1017-90
3	Clinical Supervisors		5360-90	5213-90
4	Tutor	<b>Total</b>		

1	<b>PART-IV;</b> Head Clerk			
2	Staff Nurse (B.Sc., - Nursing)			
3	Lab Technician	Basic	4196-00	4050-00
4	X-Ray Technician	VDA	1017-90	1017-90
5	Radio Grapher	Total	5213-90	5067-90
6	Theater Mechanic			
7	Compounder (Qualified)			
8	Pharmacist			
9	Physiotherapy Technician			
10	Dietician			
11	Maintenance Supervisor			
12	Speech Therapist			
	<b>PART-V:</b>			
1	Stenographer	Basic	4123-00	4050-00
2	Librarian	VDA	1017-90	1017-90
3	Person who have served in Nurse post for a minimum period of five years	<b>Total</b>	5140-90	5067-90
4	Registered Nurse			
	<b><u>PART-VI:</u></b>			
1	Medical Record Keeper	Basic	4050-00	3977-00
2	Store Keeper	VDA	1017-90	1017-90
3	Refractionist		5067-90	4994-90
4	Optometrist	<b>Total</b>		
5	Ayurvedic Compounder			
6	Mid-Wife			
	<b><u>PART-VII:</u></b>			
1	Office Assistant / Clerk	Basic	3977.00	3940.00
2	Telephone Operator	VDA	1017-90	1017-90
3	Typist		4994-90	4957-90
4	Cash Clerk	<b>Total</b>		
5	Electrician			
6	House Keeper			
7	Receptionist			
8	Dental Hygienist			
	<b>PART-VIII</b>			
1	Plumber			
2	Car-Ambulance Driver			
3	Cook			

4	Steward			
5	Ancillary Nurse/Mid-wife	Basic	3936-00	3794-00
6	Dark room Assistant	VDA	1017-90	1017-90
7	Pharmacy Assistant	Total	4953-90	4811-90
8	Laboratory Assistant			
9	X-Ray Assistant			
10	E.C.G. Assistant			
11	Tailor			
12	Carpenter			
	<b><u>PART-IX:</u></b>			
1	Lift Operator			
2	Barber/Dresser	Basic	3832-00	3794-00
3	Peon/Watchman	VDA	1017-90	1017-90
4	Dhobi	<b>Total</b>	<b>4849-90</b>	4811-90
5	Nursing Orderly			
6	Ward Boy			
	<b><u>PART-X</u></b>			
1	Gardener			
2	Kitchen Assistant			
3	Ayah	Basic	3798-00	3751-00
4	Attender/Dark Room Attender	VDA	1017-90	1017-90
5	Table maid/Ward Supplier	<b>Total</b>	4815-90	4768-90
6	Scavenger			
7	Gate Keeper			
8	Laundry/ Attender			

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

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

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

## **35. HOSTELS**

**Notification No. KAE 40 LMW 2006 dated 02.03.2009**

Published in Gazette dated : 02.04.2009

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

Cost of Living Index: 5075 - 2703 = 2372points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### **SCHEDULE**

Sl. No.	Class of Employment		Minimum rates of wages per month		
			Zone-I	Zone-II	Zone-III
1	2		3	4	5
1	Manager				
2	Mess Manager	Basic	2897-00	2842-40	2814-10
3	Warden	VDA	2846-40	2846-40	2846-40
4	Mess Supervisor	<b>Total</b>	5743-40	5688-80	5660-50
5	Matron				
6	Assistant Manager	Basic	2740-60	2715-40	2700-70
7	Assistant Warden	VDA	2846-40	2846-40	2846-40
8	Chief Cook	<b>Total</b>	5587-00	5561-80	5547-10
9	Cook	Basic	2686-00	2652-40	2598-80
		VDA	2846-40	2846-40	2846-40
		<b>Total</b>	5532-40	5498-80	5445-20
10	Grinder				
11	Assistant				
12	Mess Boy				
13	Helper				
14	Aya	Basic	2487-50	2455-00	2438-20
15	Peon	VDA	2846-40	2846-40	2846-40
16	Server	<b>Total</b>	5333-90	5301-40	5284-60
17	Supplier				
18	Watchman				
19	Gardener				
20	Sanitary Cleaner				
21	Sweeper				
	<b>Office Staff:</b>				
1	Manager	Basic	2897-00	2842-40	2814-10
		VDA	2846-40	2846-40	2846-40
		<b>Total</b>	5743-40	5688-80	5660-50

2	Accountant+	Basic	2640-60	2607-20	2590-40
		VDA	2846-40	2846-40	2846-40
		<b>Total</b>	5487-00	5453-60	5436-80
3	Clerk				
4	Typist	Basic	2561-00	2533-70	2519-00
5	Cashier	VDA	2846-40	2846-40	2846-40
6	Computer Operator	Total	5407-40	5380-10	5365-40
7	Telephone operator	Basic	2487-50	2455-00	2438-20
8	Store Keeper	VDA	2846-40	2846-40	2846-40
9	Office Boy	<b>Total</b>	5333-90	5301-40	5284-60

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

**Zone II:** Shall comprise all District Head Quarters.

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

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

## 36. HOTEL INDUSTRY

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

Published in Gazette dated 24-2-2011

Minimum Wages With effect from 01-04-2010

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

Cost of Living Index: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### 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  <i>Total</i>	4160-00 1357-20 5517-20	4127-00 1357-20 5484-20	4101-00 1357-20 5458-20
2	Supervisor/Kitchen Supervisor	Basic VDA  <i>Total</i>	4127-00 1357-20 5484-20	4101-00 1357-20 5458-20	4087-00 1357-20 5444-20
3	Barman	Basic VDA  <i>Total</i>	4102-00 1357-20 5459-20	4088-00 1357-20 5445-20	4076-00 1357-20 5433-20
4	Assistant Cook/ Dosa maker/ Chapathi maker/ Idli maker	Basic VDA	4088-00 1357-20	4076-00 1357-20	4056-00 1357-20
5	Room boy	<i>Total</i>	5445-20	5433-20	5413-20
6	Coffee maker/Tea maker Server/Supplier/Waiter/Be-earer/ Buttler/Grinder	Basic VDA  <i>Total</i>	4056-00 1357-20 5413-20	3874-00 1357-20 5231-20	3847-00 1357-20 5204-20
7 & 8	Vegetable cutter/Mutton cutter/ Parcel boy Water carriers/Gardeners/ Dhobi	Basic VDA  <i>Total</i>	3874-00 1357-20 5231-20	3837-00 1357-20 5194-20	3757-00 1357-20 5114-20

9	Receptionist	Basic	4160-00	4127-00	4101-00
10	Telephone Operator	VDA	1357-20	1357-20	1357-20
		<b>Total</b>	5517-20	5484-20	5458-20
11	Electrician	Basic	4127-00	4101-00	4087-00
		VDA	1357-20	1357-20	1357-20
		<b>Total</b>	5484-20	5458-20	5444-20
12	Lift Attender	Basic	3874-00	3837-00	3757-00
		VDA	1357-20	1357-20	1357-20
		<b>Total</b>	5231-20	5194-20	5114-20
13	Accountant	Basic	4160-00	4127-00	4101-00
		VDA	1357-20	1357-20	1357-20
		<b>Total</b>	5517-20	5484-20	5458-20
14	Clerk / Typist / Cashier / Store Keeper	Basic	4088-00	4076-00	4056-00
		VDA	1357-20	1357-20	1357-20
		<b>Total</b>	5445-20	5433-20	5413-20
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	1357-20	1357-20	1357-20
		<b>Total</b>	5231-20	5204-20	5114-20
16	Any other categories of unskilled employment not specified above.				

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

**Zone-II:** District Head Quarters in the State.

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

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

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

### 37. ICE FACTORY AND COLD STORAGE INDUSTRY

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

Published in Gazette dated : 02.04.2009

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

Cost of Living Index: 5075 - 2703 = 2372 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

#### 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	Supervisor	Basic	3308-10	3242-00	3187-40
		VDA	2846-40	2846-40	2846-40
		<b>Total</b>	6154-50	6088-40	6033-80
2	Operator	Basic	2867-10	2801-00	2746-40
		VDA	2846-40	2846-40	2846-40
		<b>Total</b>	5713-50	5647-40	5592-80
3	Electrician	Basic	2867-10	2801-00	2746-40
		VDA	2846-40	2846-40	2846-40
		<b>Total</b>	5713-50	5647-40	5592-80
4	Ice Buf Manufacture	Basic	2697-00	2630-90	2575-20
		VDA	2846-40	2846-40	2846-40
		<b>Total</b>	5543-40	5477-30	5421-60
5	Assistant Operator	Basic	2697-00	2630-90	2575-20
		VDA	2846-40	2846-40	2846-40
		<b>Total</b>	5543-40	5477-30	5421-60
6	Ice Lifter	Basic	2697-00	2630-90	2575-20
		VDA	2846-40	2846-40	2846-40
		<b>Total</b>	5543-40	5477-30	5421-60
7	Loading and Unloading Ice Candy lifter	Basic	2432-40	2366-30	2310-60
		VDA	2846-40	2846-40	2846-40
		<b>Total</b>	5278-80	5212-70	5157-00
8	Packer	Basic	2432-40	2366-30	2310-60
		VDA	2846-40	2846-40	2846-40
		<b>Total</b>	5278-80	5212-70	5157-00
9	Mazdoor	Basic	2432-40	2366-30	2310-60
		VDA	2846-40	2846-40	2846-40
		<b>Total</b>	5278-80	5212-70	5157-00
10	Helper	Basic	2432-40	2366-30	2310-60
		VDA	2846-40	2846-40	2846-40
		<b>Total</b>	5278-80	5212-70	5157-00
11	Cleaner	Basic	2644-50	2623-50	2602-50
		VDA	2846-40	2846-40	2846-40
		<b>Total</b>	5490-90	5469-90	5448-90
12	Watchman	Basic	2644-50	2623-50	2602-50
		VDA	2846-40	2846-40	2846-40
		<b>Total</b>	5490-90	5469-90	5448-90
13	Accountant	Basic	2644-50	2623-50	2602-50
		VDA	2846-40	2846-40	2846-40
		<b>Total</b>	5490-90	5469-90	5448-90
14	Clerk	Basic	2565-80	2554-20	2539-50
		VDA	2846-40	2846-40	2846-40
		<b>Total</b>	5412-20	5400-60	5385-90
15	Typist	Basic	2565-80	2554-20	2539-50
		VDA	2846-40	2846-40	2846-40
		<b>Total</b>	5412-20	5400-60	5385-90
16	Salesman	Basic	2565-80	2554-20	2539-50
		VDA	2846-40	2846-40	2846-40
		<b>Total</b>	5412-20	5400-60	5385-90
17	Peon	Basic	2432-40	2366-30	2310-60
		VDA	2846-40	2846-40	2846-40
		<b>Total</b>	5278-80	5212-70	5157-00
18	Office Boy	Basic	2432-40	2366-30	2310-60
		VDA	2846-40	2846-40	2846-40
		<b>Total</b>	5278-80	5212-70	5157-00

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

**Zone II:** Shall comprise all District Head Quarters.

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

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

### **38. KHANDASARI SUGAR INDUSTRY**

Notification No. KAE 36 LMW 2012 dated 09.01.2013

Published in Gazette dated 09.01.2013

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

Cost of Living Index : 5075 - 4284 = 791points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

#### **SCHEDULE**

Sl. No.	Class of Employment	Minimum rates of wages		
			Per Day	Per Month
<b>I</b>	<b>Skilled (A)</b>			
1	Foreman	Basic	230-00	5980-00
2	Mechanical Supervisor	VDA	41-07	1067-85
3	Maistry	Total	271-07	7047-85
	<b>Skilled-B</b>			
4	Mechanic	Basic VDA <b>Total</b>	205-00 41-07 246-07	5330-00 1067-85 6397-85
5	Chemist			
6	Cane Crusher Driver			
7	Machine driver			
8	Setting Man			
9	Welder			
10	Electrician			
11	Carpenter			
12	Blacksmith			
13	Turners			
14	Furnace Repairer			
15	Fitter			
16	Panman			
17	Boiler in Pan's			
18	Any other skilled worker			
<b>II</b>	<b>Semi-Skilled</b>			
1	Field man	Basic VDA <b>Total</b>	195-00 41-07 236-07	5070-00 1067-85 6137-85
2	Sulpher man			
3	Sulpheration			
4	Sulpheration man			
5	Pattikaregard & Cutting			
6	Oil man			
7	Assistant Mechanic			

8	Karegar	Basic VDA <b>Total</b>	195-00 41-07 236-07	5070-00 1067-85 6137-85
9	Bag Filler			
10	Pump Attenders			
11	Fire man			
12	Centre Fusing			
13	Any other semi skilled worker			
<b>III</b>	<b>Un-Skilled</b>			
1.	Helper	Basic VDA <b>Total</b>	178-84 41-07 219-91	4650-00 1067-85 5717-85
2.	Mazdoor			
3.	Cane Carriers			
4.	Removing Bogasse Ginning			
5.	Fire Woodgringer			
6.	Cane Feeder			
7.	Bag Filler			
8.	Any other Un-skilled worker			
9.	Mazdoor, any other categories of unskilled employees not specified above			
<b>IV</b>	<b>Office staff</b>			
1	Manager/Personal Officer	Basic	243-84	6339-00
		VDA	41-07	1067-85
		<b>Total</b>	284-91	7406-85
2	Assistant Manager/ Assistant Personal Officer	Basic	235-00	6110-00
		VDA	41-07	1067-85
		<b>Total</b>	276-07	7177-85
3	Accountant	Basic	225-00	5850-00
		VDA	41-07	1067-85
		<b>Total</b>	266-07	6917-85
4	Cashier	Basic VDA <b>Total</b>	220-00 41-07 261-07	5720-00 1067-85 6787-85
5	Stenographer/Computer Operator			
6	Store keeper			
7	Typist/Data Entry Operator	Basic	215-00	5590-00
8	Clerk	VDA	41-07	1067-85
		<b>Total</b>	256-07	6657-85
9	Office boy/peon/ watchman/ attender	Basic	175-00	4550-00
		VDA	41-07	1067-85
		<b>Total</b>	216-07	5617-85

**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 4.5 Paise per point over and above 4284 points.

### 39. LAUNDRY INDUSTRY

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

Published in Gazette dated 3-3-2011

Minimum Wages With effect from 01-04-2010

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

Cost of Living Index: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

#### S C H E D U L E

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	1357-20
4	Assistant Painter	<b>Total</b>	5554-20
5	Assistant Cleaner		
6	Watchman		
7	Pressing, Ironing Labour	Basic	4082-00
8	Driver	VDA	1357-20
9	Identification Marker	<b>Total</b>	5439-20
10	Dryer		
11	Dry Cleaner	Basic	4036-00
12	Boiler Helper	VDA	1357-20
13	Boiler Operator	<b>Total</b>	5393-20
14	Booking clerk	Basic	4000-00
15	Tailor	VDA	1357-20
16	Clerk	<b>Total</b>	5357-20
17	Cashier	Basic	3967-00
		VDA	1357-20
		<b>Total</b>	5324-20
18	Mechanic	Basic	4027-00
19	Supervisor	VDA	1357-20
		<b>Total</b>	5384-20
20	Manager	Basic	3634-00
		VDA	1357-20
		<b>Total</b>	4991-20

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

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

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

Published in Gazette dated 3-3-2011

Minimum Wages With effect from 01-04-2010

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

Cost of Living Index: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

**S C H E D U L E**

Sl. No.	Class of Employment		Minimum rates of wages per month
1	2		3
1	Manager	Basic	4514-00
2	Supervisor	VDA	1357-20
		<b>Total</b>	<b>5871-20</b>
3	Chemist (Graduate)		
4	Mechanic	Basic	4342-00
5	Electrician	VDA	1357-20
6	Boiler Attender	<b>Total</b>	<b>5699-20</b>
7	Machine Operator	Basic	4133-00
8	Machine Driver	VDA	1357-20
9	Driver	<b>Total</b>	<b>5490-20</b>
10	Bottle Carrier		
11	Bottling Worker	Basic	3965-00
12	Packing Worker	VDA	1357-20
13	Lab Assistant	<b>Total</b>	<b>5322-20</b>
14	Loader		
15	Filling of Liquor to the Bottle		
16	Cleaning of Bottle		
17	Cleaner		
18	Attender	Basic	3908-00
19	Helper	VDA	1357-20
20	Watchman	<b>Total</b>	<b>5265-20</b>
21	Mazdoor		
22	Sweeper		
23	Accountant	Basic	4200-00
24	Cashier	VDA	1357-20
		<b>Total</b>	<b>5557-20</b>

25	Salesman	Basic	4144-00
26	Clerk	VDA	1357-20
27	Typist	<b>Total</b>	5501-20
28	Office Boy	Basic	3919-00
		VDA	1357-20
		<b>Total</b>	5276-20

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

## 41. MANUFACTURE OF AYURVEDIC AND ALLOPATHY MEDICINE

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

Published in Gazette dated 24-2-2011

Minimum Wages With effect from 01-04-2010

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

Cost of Living Index: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### 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
<b>I</b>	<b>Highly Skilled:</b>				
1	Kwality Control Chemist	Basic	4565-00	4499-00	4466-00
2	Production in Charge	VDA	1017-90	1017-90	1017-90
3	Supervisor	<b>Total</b>	5582-90	5516-90	5483-90
<b>II</b>	<b>Skilled:</b>				
1	Pharmacists				
2	Chemists				
3	Boiling Powdering and Cutting				
4	Machinist	Basic	4042-00	3976-00	3942-00
5	Electrician	VDA	1017-90	1017-90	1017-90
6	Machine Operator	<b>Total</b>	5059-90	4993-90	4959-90
7	Operator				
8	Drug Manufacture & other skilled worker				
<b>III</b>	<b>Semi Skilled:</b>				
1	Assistant Pharmacists				
2	Lab Assistant	Basic	3868-00	3802-00	3769-00
3	Store in Charge	VDA	1017-90	1017-90	1017-90
4	Assistant Electrician	<b>Total</b>	4885-90	4819-90	4786-90
5	Salesman and Other Semi- skilled Labourer				
<b>IV</b>	<b>Unskilled:</b>				
1	Filling and Ceiling				
2	Strawer				
3	Cutting				

4	Machine Helper/ Helper				
5	Labelling				
6	Packers	Basic	3609-00	3600-00	3594-00
7	Assistant	VDA	1017-90	1017-90	1017-90
8	Cleaner	<b>Total</b>	4626-90	4617-90	4611-90
9	Mazdoors				
10	Sweepers and Other Un skilled Labour				
<b>V</b>	<b>Office Staff:</b>	Basic	3902-00	3765-00	3748-00
1	Accountant	VDA	1017-90	1017-90	1017-90
		<b>Total</b>	4919-90	4782-90	4765-90
2	Clerk	Basic	3720-00	3665-00	3637-00
3	Typist	VDA	1017-90	1017-90	1017-90
		<b>Total</b>	4737-90	4682-90	4654-90
4	Driver	Basic	3650-00	3623-00	3608-00
		VDA	1017-90	1017-90	1017-90
		<b>Total</b>	4667-90	4640-90	4625-90
5	Office Boy	Basic	3609-00	3600-00	3594-00
	Peon	VDA	1017-90	1017-90	1017-90
		<b>Total</b>	4626-90	4617-90	4611-90

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

**Zone II:** Shall comprise all District Head Quarters.

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

## 42. MANDAKKI BHATTI

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

Published in Gazette dated : 14-9-2011

Minimum Wages With effect from 01-04-2011

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

Cost of Living Index: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### S C H E D U L E

Sl. No.	Class of Employment		Minimum rates of wages per day
			Zone-I
1	2		3
1	Puri Fryer Paddy Fryer	Basic VDA Total	150-00 52-20 202-20
2	Paddy Polisher Paddy Cleaner	Basic VDA Total	135-00 52-20 187-20
3	Driver	Basic VDA Total	150-00 52-20 202-20
4	Clerk	Basic VDA Total	135-00 52-20 187-20
5	Assistant and all Semi skilled workers	Basic VDA Total	130-00 52-20 182-20
6.	Unskilled worker	Basic VDA Total	125-00 52-20 177-20

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

## 43. 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: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month	
			Zone-I	Zone-II
1	2		3	4
<b>I</b>	<b>Highly Skilled:</b>			
1.	Manager (Production)	Basic VDA Total	5984-94 1357-20 7342-14	5834-94 1357-20 7192-14
2.	Foreman	Basic VDA Total	5871-58 1357-20 7228-78	5721-58 1357-20 7078-78
3.	Supervisor	Basic VDA Total	5771-22 1357-20 7128-42	5621-22 1357-20 6978-42
<b>II</b>	<b>Skilled</b>			
1	Electrician	Basic	4145-92	4073-26
2	Fitter	VDA	1357-20	1357-20
3	Turner	Total	5503-12	5430-46
4	Operator			
5	Technician			
6	Metal Caster			
7	Metal Roller			
8	Shafterman			
9	Metal welder			
10	Welder cum Gas Cutter			
11	Maistry			
12	Chemist			
13	Blacksmith			
14	Burner			
15	Tongsman			
16	Laboratory Incharge			
17	Iron Glass Cutter			

18	For other skilled works			
<b>III</b>	<b>Semi Skilled</b>			
1	Assistant			
2	Laboratory Assistant			
3	Hammer Man	Basic	3964-69	3891-93
4	Fireman	VDA	1357-20	1357-20
5	Driver	Total	5321-89	5249-13
6	Other Semi-skilled workers			
<b>IV</b>	<b>Un Skilled</b>			
1	Greaser			
2	Hookman			
3	Loader and Unloader, Loader and bundling worker	Basic	3694-42	3682-87
4	General workers	VDA	1357-20	1357-20
5	Watchman	Total	5051-62	5040-07
6	Helper			
7	Mill worker			
8	End cutting Cutter			
9	Sweeper & other Un- skilled workers			
<b>V</b>	<b>Office Staff</b>			
1	Manager/Personal Officer	Basic	5984-94	5834-94
		VDA	1357-20	1357-20
		Total	7342-14	7192-14
2	Accountant	Basic	5771-22	5621-22
		VDA	1357-20	1357-20
		Total	7128-42	6978-42
3	Stenographer	Basic	4697-32	4497-32
		VDA	1357-20	1357-20
		Total	6054-52	5854-52
4	Typist	Basic	4597-32	4447-32
		VDA	1357-20	1357-20
5	Cashier	Total	5954-52	5804-52
6	Clerk			
7	Store Keeper	Basic	4397-32	4247-32
		VDA	1357-20	1357-20
		Total	5754-52	5604-52
8	Office Boy/ Peon/Watch Man/Attender	Basic	4187-82	4037-82
		VDA	1357-20	1357-20
		Total	5545-02	5395-02

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

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

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

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

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

Published in Gazette dated 24-1-2012

Minimum Wages With effect from 01-04-2011

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

Cost of Living Index: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

**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
<b>I</b>	<b>Highly Skilled:</b>			
1.	Manager (Production)	Basic VDA Total	5984-94 1357-20 7342-14	5834-94 1357-20 7192-14
2.	Foreman	Basic VDA Total	5871-58 1357-20 7228-78	5721-58 1357-20 7078-78
3.	Supervisor	Basic VDA Total	5771-22 1357-20 7128-42	5621-22 1357-20 6978-42
4.	Rolling Ballet Maistry	Basic	4134-37	4069-27
5.	Welding Maistry	VDA Total	1357-20 5491-57	1357-20 5426-47
<b>II</b>	<b>Skilled</b>			
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	1357-20	1357-20
8	Tongueman - Shafferman	Total	5326-72	5260-57
9	Cutting Machinery Operator			
10	Blacksmith			
11	Shaper			

12	Electrician			
13	Other skilled labourers			
<b>III</b>	<b>Semi Skilled</b>			
1	Assistant Casting Man			
2	Assistant Fitter			
3	Assistant Turner			
4	Circle Cutter			
5	Store Keeper			
6	Tote man			
7	Crane Operator		3969-52	3903-37
8	Pressure man		1357-20	1357-20
9	Hook man		5326-72	5260-57
10	Fireman			
11	Truck Driver			
12	Driver			
13	Other Semi-skilled Labourers			
<b>IV</b>	<b>Un Skilled</b>			
1	Greaser man			
2	Batti man			
3	Candy man			
4	Watch man		3510-67	3483-37
5	Sweeper		1357-20	1357-20
6	Helper		4867-87	4840-57
7	Unskilled labourers not shown above			
<b>V</b>	<b>Office Staff</b>			
1	Manager/Personal Manager	Basic	5984-94	5834-94
		VDA	1357-20	1357-20
		<b>Total</b>	7342-14	7192-14
2	Accountant	Basic	5771-22	5621-22
		VDA	1357-20	1357-20
		<b>Total</b>	7128-42	6978-42
3.	Stenographer	Basic	4697-32	4497-32
		VDA	1357-20	1357-20
		<b>Total</b>	6054-52	5854-52
4.	Typist	Basic	4597-32	4447-32
5.	Cashier	VDA	1357-20	1357-20
6.	Clerk	<b>Total</b>	5954-52	5804-52

7.	Store Keeper	Basic	4397-32	4247-32
		VDA	1357-20	1357-20
		<b>Total</b>	5754-52	5604-52
8.	Office Boy/ Peon / Attender	Basic	4187-82	4037-82
		VDA	1357-20	1357-20
		Total	5545-02	5395-02

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

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

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

## 45. MINI CEMENT PLANT INDUSTRY

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

Published in Gazette dated 3-3-2011

Minimum Wages With effect from 01-04-2010

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

Cost of Living Index: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month	
			Zone-I	Zone-II
1	2		3	4
<b>I</b>				
1	<b>Highly Skilled:</b>  <i>Foreman</i> Civil Supervisor Electrical Supervisor Manager	Basic	4100-20	3929-20
2		VDA	1357-20	1357-20
3			5457-40	5286-40
4		<b>Total</b>		
<b>II</b>				
1	<b>Skilled:</b> Mechanic Fitter-cum-Cutter Electrician Turner Chemist (Graduate) Welder Other labourer for skilled work Driver	Basic	3934-20	3868-20
2		VDA	1357-20	1357-20
3			5291-40	5225-40
4		<b>Total</b>		
5				
6				
7				
8				
<b>III</b>				
	<b>Semi Skilled:</b>			
1	D.G. Cell Operators Assistant Fitter Assistant Welder Store Keeper	Basic	3769-20	3703-20
2		VDA	1357-20	1357-20
3			5126-40	5060-40
4		<b>Total</b>		
<b>IV</b>				
	<b>Unskilled:</b>			
1	Packer Cleaner Helper	Basic	3664-20	3655-20
2		VDA	1357-20	1357-20
3			5021-40	5012-40
4		<b>Total</b>		

5	Crusher			
6	Watch man			
7	Sweeper			
	Other unskilled labourer			
<b>V</b>		Basic	3943-20	3910-20
1	<b><u>Office Staff:</u></b>	VDA	1357-20	1357-20
	Accountant		5300-40	5267-40
	Stenographer	<b>Total</b>		
2	Clerk	Basic	3769-20	3713-20
3	Typist	VDA	1357-20	1357-20
		<b>Total</b>	5126-40	5070-40
4	<i>Office Assistant</i>	Basic	3664-20	3655-20
		VDA	1357-20	1357-20
		<b>Total</b>	5021-40	5012-40

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

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

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

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

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

Published in Gazette dated 24-1-2012

Minimum Wages With effect from 01-04-2011

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

Cost of Living Index: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

**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
<b>I</b>	<b>Highly Skilled:</b>			
1	Manager	Basic	5984-94	5834-94
2	Electrical Engineer	VDA	1357-20	1357-20
		<b>Total</b>	7342-14	7192-14
3	Supervisor	Basic	5771-22	5621-22
		VDA	1357-20	1357-20
		<b>Total</b>	7128-42	6978-42
<b>II</b>	<b>Skilled:</b>			
1	Maistry	Basic		
2	Machine Operators	VDA	3969-52	3903-37
3	Press Mechanic	<b>Total</b>	1357-20	1357-20
4	Mosaic Presser		5326-72	5260-57
5	Grinder			
6	Other skilled labourer			
<b>III</b>	<b>Semi Skilled:</b>			
1	Polisher	Basic		
2	Manufacturer of Mosaic tiles and other semi-skilled labourer	VDA	3803-62	3737-47
		<b>Total</b>	1357-20	1357-20
			5160-82	5094-67
3	Driver	Basic	3757.42	3695.47
		VDA	1357-20	1357-20
		<b>Total</b>	5114-62	5052-67
<b>IV</b>	<b>Un Skilled</b>			
1	Mixing man/Mixer			
2	Tiles carrier			

3	Loading & unloading			
4	Helper			
5	Watch man			
6	Security	Basic	3597-92	3548-47
7	Sweeper	VDA	1357-20	1357-20
8	Mazdoor	<b>Total</b>	4955-12	4905-67
9	Cleaner			
10	Unskilled labourer not shown above			
<b>V</b>	<b>Office Staff:</b>			
1.	Manager/Personal Manager	Basic	5984-94	5834-94
		VDA	1357-20	1357-20
		<b>Total</b>	7342-14	7192-14
2	Accountant	Basic	5771-22	5621-22
		VDA	1357-20	1357-20
		<b>Total</b>	7128-42	6978-42
3	Stenographer	Basic	4697-32	4497-32
		VDA	1357-20	1357-20
		<b>Total</b>	6054-52	5854-52
4	Typist	Basic	4597-32	4447-32
5	Clerk	VDA	1357-20	1357-20
6	Cashier	<b>Total</b>	5954-52	5804-52
7	Store Keeper	Basic	4397-32	4247-32
		VDA	1357-20	1357-20
		<b>Total</b>	5754-52	5604-52
8	Office Boy/Peon / Watch Man / Attender	Basic	4187-82	4037-82
		VDA	1357-20	1357-20
		<b>Total</b>	5545-02	5395-02

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

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

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

## 47. OIL MILLS

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

Published in Gazette dated 2-04-2009

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

Cost of Living Index: 5075 -2703 = 2372 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### 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
<b>I</b>	<b>Skilled-A:</b>			
1	Supervisor	Basic	105-70	103-80
2	Technical Supervisor	VDA	95-79	95-79
		<b>Total</b>	201-49	199-59
<b>II</b>	<b>Skilled-B:</b>			
1	Engine Driver			
2	Plumber (Mechanic)			
3	Boiler Attender	Basic	101-90	99-80
4	Solderer	VDA	95-79	95-79
5	Tin Maker	Total	197-69	195-59
6	Expeller Driver			
7	Operator			
8	Carpenter			
<b>III</b>	<b>Semi Skilled:</b>			
1	Oiler	Basic	97-70	95-60
2	Apprentices for Skilled categories	VDA	95-79	95-79
		<b>Total</b>	193-49	191-39
<b>IV</b>	<b>Unskilled:</b>			
1	Helper			
2	Watch man & Care taker	Basic	94-60	86-20
3	Hamals	VDA	95-79	95-79
4	Labour Dicorticator	<b>Total</b>	190-39	181-99
5	Carriers			
6	Sweeping the floor for Expellers			

V	Other Staff:	per month		
		1	Clerk/Typists	Basic
2	Lorry Drivers	VDA	2490-60	2490-60
		Total	5105-10	5039-00

**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.

## 48. PETROL AND DIESEL OIL PUMPS INDUSTRY

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

Published in Gazette dated 24-1-2012

Minimum Wages With effect from 01-04-2011

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

Cost of Living Index: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### 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 1357-20 7342-14	5834-94 1357-20 7192-14
2 3	Supervisor Accountant	Basic VDA  Total	5771-22 1357-20 7128-42	5621-22 1357-20 6978-42
4.	Stenographer	Basic VDA  Total	4697-32 1357-20 6054-52	4497-32 1357-20 5854-52
5 6 7	Clerk Cashier Typist	Basic VDA  Total	4597-32 1357-20 5954-52	4447-32 1357-20 5804-52
8	Store Keeper	Basic VDA  Total	4397-32 1357-20 5754-52	4247-32 1357-20 5604-52
9.	Office Boy / Watch Man Peon / Sweeper	Basic VDA  <i>Total</i>	4187-82 1357-20 5545-02	4037-82 1357-20 5395-02
10 11	Bill Collector Pump Attender	Basic VDA  <i>Total</i>	3829-61 1357-20 5186-81	3734-90 1357-20 5092-10
12 13	Petrol Gun Man Pump Helper	Basic VDA  <i>Total</i>	3606-46 1357-20 4963-66	3561-36 1357-20 4918-56

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

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

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

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

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

Published in Gazette dated 03-03-2011

Minimum Wages With effect from 01-04-2010

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

Cost of Living Index: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

**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	1357-20	1357-20
		<b>Total</b>	4749-61	5683-46
3	Machine Operator			
4	Operator			
5	Fitter Machinist			
6	Machine Driver	Basic	4368-26	4302-11
7	Fitter	VDA	1357-20	1357-20
8	Electrician		5725-46	5659-31
9	Boiler Operator	<b>Total</b>		
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	1357-20	1357-20
18	Cleaner		5313-86	5304-41
19	Mazdoor	<b>Total</b>		
20	Watchman			
21	Attender			
22	Sweeper			
23	Accountant	Basic	4235-96	4202-36
		VDA	1357-20	1357-20
		<b>Total</b>	5593-16	5559-56

24	Driver	Basic	4155-96	4095-26
25	Clerk	VDA	1357-20	1357-20
		<b>Total</b>	5513-16	5452-46
26	Typist	Basic	4061-66	4007-16
		VDA	1357-20	1357-20
		<b>Total</b>	5418-86	5364-36
27	Office boy	Basic	3956-66	3947-21
28	Assistant	VDA	1357-20	1357-20
		<b>Total</b>	5313-86	5304-41

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

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

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

## 50. PRINTING INDUSTRY

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

Published in Gazette dated : 26.03.2009

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

Cost of Living Index: 5075 - 2703 = 2372 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages					
			Zone-I per day	Zone-II per day	Zone-III per day	Zone-I per month	Zone-II per month	Zone-III Per month
1	2		3	4	5	6	7	8
<b>I</b>	<b><u>Skilled:</u></b>							
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	95-79	95-79	95-79	2490-60	2490-60	2490-60
7	Process Engraver	Total	201-79	198-39	197-59	5249-00	5166-00	5138-70
8	Proof Reader							
9	Cylinder man							
10	Treadle Press man							
	Plate man							
11	Dark Room Assistant							
<b>II</b>	<b><u>Semi Skilled:</u></b>							
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	95-79	95-79	95-79	2490-60	2490-60	2490-60
5	Perforator	Total	197-79	196-89	196-29	5146-60	5116-70	5071-50
6	Cutter/Sewer folder							
7	Sewing Mechine Man							
8	Assistant to skilled worker							
<b>III</b>	<b><u>Un-Skilled:</u></b>							
1	Peon/Watch man/Office boy	Basic	98-20	97-10	94-20	2550-50	2526-50	2448-00
		VDA	95-79	95-79	95-79	2490-60	2490-60	2490-60
2	Sweeper	Total	193-99	192-89	189-99	5041-10	5017-10	4938-60
3	Cleaner & Mazdoors							
4	Any other categories of unskilled employees not specified above							
<b>IV</b>	<b><u>Office Staff:</u></b>	Basic	-	-	-	2679-60	2541-00	2533-70
	Clerk/ Typist	VDA				2490-60	2490-60	2490-60
1		Total				5170-20	5031-60	5024-30

2	Cashier	Basic	-	-	-	2748-40	2726-30	2703-20
		VDA				2490-60	2490-60	2490-60
		Total				5239-00	5216-90	5193-80
3	Store keeper	Basic	-	-	-	2691-70	2663-90	2651-30
		VDA				2490-60	2490-60	2490-60
		Total				5182-30	5154-50	5141-90

**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.

## 51. PRIVATE FINANCE CORPORATIONS AND CHIT FUNDS

**Notification No. KAE 16 LMW 2010 dated 25-1-2011**

Published in Gazette dated 3-3-2011

Minimum Wages With effect from 01-04-2010

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

Cost of Living Index: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month	
			Zone-I	Zone-II
1	2		3	4
1	Manager	Basic	4240-20	4186-20
2	Supervisor	VDA	1357-20	1357-20
3	Training Officer	<b>Total</b>	5597-40	5543-40
4	Field Representative			
5	Accountant/Cashier	Basic	3943-20	3909-20
6	Clerk	VDA	1357-20	1357-20
		<b>Total</b>	5300-40	5266-40
7	Bill Clerk			
8	Advisor	Basic	3910-20	3877-20
9	Typist	VDA	1357-20	1357-20
10	Office Assistant	<b>Total</b>	5267-40	5234-40
11	Trainee Assistant			
12	Driver			
13	Peon			
14	Watch man			
15	Pigmy Agent/	Basic	3664-20	3655-20
16	Bill Collector	VDA	1357-20	1357-20
17	Assistant	<b>Total</b>	5021-40	5012-40
18	Helper			
19	Cleaner			
	Office boy			

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

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

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

## **52. PRIVATE SAFAI KARMACHARI**

**Notification No. KAE 125 LMW 2008 dated 21-09-2010**

Published in Gazette dated 28-10-2010

Minimum Wages With effect from 01-04-2010

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

Cost of Living Index: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### **S C H E D U L E**

Sl. No.	Class of Employment	Minimum rates of wages per Day (In Rs.)			
		Zone-A	Zone-B	Zone-C	
1.	Safai Karmacharis, Underground drainage, Floor, Bath Room & Toilet, and other workers engaged in similar kinds of work	Basic VDA Total	194-00 52-20 246-20	164-00 52-20 216-20	134-00 52-20 186-20

**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.

## **53. PROCUREMENT, PROCESSING AND DISTRIBUTION OF MILK**

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

Published in Gazette dated 04-03-2011

Minimum Wages With effect from 01-04-2010

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

Cost of Living Index: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### **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
<b>I</b>	<b><u>Highly Skilled:</u></b>			
1	Manager	Basic	4237-50	4168-20
2	Technical Officer	VDA	1357-20	1357-20
3	Veterinary Officer	<b>Total</b>	5594-70	5525-40
4	Supervisor			
<b>II</b>	<b><u>Skilled:</u></b>			
1	Mechanic	Basic	4064-25	3993-90
2	Technician	VDA	1357-20	1357-20
3	Machine Operator	<b>Total</b>	5421-45	5351-10
4	Operator			
5	Other skilled Labourer			
<b>III</b>	<b><u>Semi Skilled:</u></b>			
1	Assistant Mechanic	Basic	3889-95	3886-49
2	Sales man	VDA	1357-20	1357-20
3	Other Semi skilled Labourer	<b>Total</b>	5247-15	5243-69
4	Driver			
<b>IV</b>	<b><u>Un-Skilled:</u></b>			
1	Assistant			
2	Supplier			
3	Attender			
4	Helper			
5	Watch man	Basic	3587-55	3553-95
6	Cleaner	VDA	1357-20	1357-20
7	Mazdoor	<b>Total</b>	4944-75	4911-15
8	Sweeper			
9	Un-Skilled Labourers not mentioned above			

<b>V</b>	<b><u>Office Staff:</u></b>	Basic	3925-65	3889-95
1	Accountant	VDA	1357-20	1357-20
2	Clerk	<b>Total</b>	5282-85	5247-15
3	Typist	Basic	3889-95	3856-35
		VDA	1357-20	1357-20
		<b>Total</b>	5247-15	5213-55
4	Office Boy	Basic	3631-65	3622-20
		VDA	1357-20	1357-20
		<b>Total</b>	4988-85	4979-40

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

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

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

## **54. PUBLIC MOTOR TRANSPORT**

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

Published in Gazette dated 24-2-2011

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

Cost of Living Index: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### **S C H E D U L E**

Sl. No.	Class of Employment		Minimum rates of wages per month
1	2		3
<b>I</b>	<b><u>Operational Staff:</u></b>	Basic	4095-00
1	Driver	VDA	1017-90
		<b>Total</b>	5112-90
2	<b>Conductor</b>	Basic	3898-00
		VDA	1017-90
		<b>Total</b>	4915-90
3	Cleaner Attached to Lorries	Basic	3856-00
		VDA	1017-90
		<b>Total</b>	4873-90
4	Checking Inspector / Traffic Supervisor	Basic	3479-00
		VDA	1017-90
		<b>Total</b>	4496-90
<b>II</b>	<b><u>Ministerial Staff:</u></b>	Basic	3479-00
5	Accountant	VDA	1017-90
6	Cashier	<b>Total</b>	4496-90
7	Clerk, Booking Agent and Assistant Cashier	Basic	3856-00
		VDA	1017-90
		<b>Total</b>	4873-90
8	Time keeper	Basic	3814-00
		VDA	1017-90
		<b>Total</b>	4831-90
9	<b><u>Workshop Staff:</u></b> Cleaner	Basic	3479-00
		VDA	1017-90
		<b>Total</b>	4496-90

10	Greaser	Basic VDA <b>Total</b>	3437-00 1017-90 4454-90
11	Oiler		
12	Watchman		
13	<b>Un-Skilled Labourer</b> Peon, Office Boy and Helper		
14	Fitter	Basic VDA <b>Total</b>	3835-00 1017-90 4852-90
15	Auto Fitter		
16	Hammer man	Basic VDA <b>Total</b>	3598-00 1017-90 4615-90
17	Assistant Mechanic		
18	Tinker		
19	Liner	Basic VDA <b>Total</b>	3898-00 1017-90 4915-90
20	Painter		
21	Electrician		
22	Turner		
23	Tin Smith		
24	Battery man		
25	Artisan-B		
26	Vulcanizer		
27	Mechanic		
28	Carpenter		
29	Blacksmith		
30	Welder		
31	Assistant	Basic VDA Total	3598-00 1017-90 4615-90
32	Artisan-A (All Trades)	Basic VDA <b>Total</b>	3909-00 1017-90 4926-90

**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.

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

**Notification No. KAE 23 LMW 2012 dated 09.01.2013**

Published in Gazette dated : 09.01.2013

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

Cost of Living Index : 5075 - 4284 = 791points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month			
			Zone-I		Zone-II	
			Per Day	Per Month	Per Day	Per Month
<b>I</b>	<b>Highly Skilled</b>					
1	Supervisor	Basic	225-00	5850-00	205-00	5330-00
2	Shift Incharge	VDA	36-50	949-20	36-50	949-20
3	Foreman	<b>Total</b>	261-50	6799-20	241-50	6279-20
<b>II</b>	<b>Skilled:</b>					
1	Fitter	Basic VDA <b>Total</b>	205-00 36-50 241-50	5330-00 949-20 6279-20	195-00 36-50 231-50	5070-00 949-20 6019-20
2	Rewinding Operator					
3	Boiler Operator					
4	Pulp Milk Operator					
5	Machine Operato					
6	Tunner					
7	Electrician					
8	Carpenter					
<b>II</b>	<b>Semi - Skilled</b>					
1	Mould Operator	Basic VDA <b>Total</b>	190-00 36-50 226-50	4940-00 949-20 5889-20	180-00 36-50 216-50	4680-00 949-20 5629-20
2	Rewinding Operator					
3	Pump Operator					
4	Assistant Operator					
<b>III</b>	<b>Driver</b>					
1	Lorry Driver	Basic VDA <b>Total</b>	220-00 36-50 256-50	5720-00 949-20 6669-20	210-00 36-50 246-50	5460-00 949-20 6409-20
2	Jeep/Car Driver	Basic VDA <b>Total</b>	200-00 36-50 236-50	5200-00 949-20 6149-20	190-00 36-50 226-50	4940-00 949-20 5889-20

<b>IV</b>		<b>Un-Skilled</b>				
1	Oil Men	Basic VDA <b>Total</b>	185-00 36-50 221-50	4810-00 949-20 5759-20	170-00 36-50 206-50	4420-00 949-20 5369-20
2	Sector Mazdoor					
3	Helper					
4	Boiler Mazdoor					
5	Any other Category of employee which is not Included above					
<b>V</b>		<b>Office Staff</b>				
1	Manager/Personal Officer	Basic VDA <b>Total</b>	243-84 36-50 280-34	6339-00 949-20 7288-20	224-61 36-50 261-11	5879-99 949-20 6829-19
2	Assistant Manager/ Assistant Personal Officer	Basic VDA <b>Total</b>	235-00 36-50 271-50	6110-00 949-20 7059-20	215-76 36-50 252-26	5610-00 949-20 6559-20
3	Accountant	Basic VDA <b>Total</b>	225-00 36-50 261-50	5850-00 949-20 6799-20	205-76 36-50 242-26	5350-00 949-20 6299-20
4	Cashier	Basic VDA <b>Total</b>	220-00 36-50 256-50	5720-00 949-20 6669-20	200-76 36-50 237-26	5220-00 949-20 6169-20
5	Stenographer/Computer Operator					
6	Store keeper					
7	Typist/Data Entry Operator	Basic VDA <b>Total</b>	215-00 36-50 251-50	5590-00 949-20 6539-20	195-76 36-50 232-26	5090-00 949-20 6039-20
8	Clerk	Basic VDA <b>Total</b>	175-00 36-50 211-50	4550-00 949-20 5499-20	170-00 36-50 206-50	4420-00 949-20 5369-20
9	Office boy/peon/watchman/attender					

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

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

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

## 56. RICE FLOUR OR DHAL MILLS

**Notification No. KAE 32 LMW 2012 dated 09.01.2013**

Published in Gazette dated 09.01.2013

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

Cost of Living Index : 5075 - 4284 = 791points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### SCHEDULE

Sl. No.	Class of Employees		Minimum rates of wages per day	
			Per Day	Per Month
<b>I Skilled-A</b>				
1	Technical Supervisors	Basic VDA Total	225-00 36-50 261-50	5850-00 949-20 <b>6799-20</b>
<b>Skilled-B</b>				
1	Boiler Attendant	Basic VDA Total	205-00 36-50 241-50	5330-00 949-20 6279-20
2	Engine Driver			
3	Machinist			
4	Carpenter			
5	Operator			
6	Plant man			
<b>II Semi Skilled:</b>				
1	Oiler	Basic VDA Total	195-00 36-50 231-50	5070-00 949-20 6019-20
2	Fireman			
3	Fitter Roller man			
4	Mechanic man			
5	Oil Man			
6	Measurer			
7	Weigh man			
<b>III Un-Skilled-A</b>				
1	Carrier	Basic	185-00	4810-00
2	Hamali	VDA	36-50	949-20
3	Loader and Stocker	Total	221-50	<b>5759-20</b>
<b>Un-Skilled-B</b>				
1	Watch man	Basic VDA Total	170-00 36-50 206-50	4420-00 949-20 5369-20
2	Peon			
3	Sweeper			
4	Messenger			

5	Cleaner			
6	Spreader			
7	Mazdoor			
8	other categories of unskilled (employees not specified above)			
<b>IV</b>	<b>Drivers</b>			
1	Lorry Driver	Basic VDA <b>Total</b>	220-00 36-50 256-50	5720-00 949-20 6669-20
2	Jeep/Car Driver	Basic VDA <b>Total</b>	200-00 36-50 236-50	5200-00 949-20 6149-20
<b>V</b>	<b>Other Staff</b>			
1	Manager/Personal Officer	Basic VDA <b>Total</b>	243-84 36-50 280-34	6339-00 949-20 7288-20
2	Assistant Manager/ Assistant Personal Officer	Basic VDA <b>Total</b>	235-00 36-50 271-50	6110-00 949-20 7059-20
3	Accountant	Basic VDA <b>Total</b>	225-00 36-50 261-50	5850-00 949-20 6799-20
4	Cashier	Basic VDA <b>Total</b>	220-00 36-50 256-50	5720-00 949-20 6669-20
5	Stenographer/Computer Operator			
6	Store keeper			
7	Typist/Data Entry Operator	Basic VDA <b>Total</b>	215-00 36-50 251-50	5590-00 949-20 6539-20
8	Clerk			
9	Office boy/peon/ watchman/ attender	Basic VDA <b>Total</b>	175-00 36-50 211-50	4550-00 949-20 5499-20

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

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

**Notification No. KAE 72 LMW 2010 dated 14-9-2011**

Published in Gazette dated 14-9-2011

Minimum Wages With effect from 01-04-2011

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

Cost of Living Index: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

**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
	<b>Highly Skilled:</b>			
1	Manager	Basic	4573-22	4444-07
2	Engineer	V D A	1357-20	1357-20
		<b>Total</b>	5930-42	5801-27
3	<b>Foreman</b>	Basic	4515-47	4366-37
4	Supervisor	V D A	1357-20	1357-20
5	Tyre Inspector	<b>Total</b>	5872-67	5723-57
	<b>Skilled:</b>			
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	1357-20	1357-20
11	Extrusion workers	<b>Total</b>	5765-57	5693-12
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			
	<b>Semi -Skilled:</b>			
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 <b>Total</b>	4242-47 1357-20 5599-67	4176-32 1357-20 5533-52
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 <b>Total</b>	4196-27 1357-20 5553-47	4125-92 1357-20 5483-12
	<b>Unskilled:</b>			
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 <b>Total</b>	4036-77 1357-20 5393-97	3987-32 1357-20 5344-52
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			
	<b>Office Staff:</b>			
1	Accountant	Basic V D A <b>Total</b>	4276-07 1357-20 5633-27	4242-47 1357-20 5599-67
2	Stenographer			
3	Clerks	Basic V D A <b>Total</b>	4101-77 1357-20 5458-97	4047-17 1357-20 5404-37
4	Typist			

5	Office Boy	Basic V D A <b>Total</b>	3996-77 1357-20 5353-97	3987-32 1357-20 5344-52
<b>Sl. No</b>	<b>Class of Employment</b>			<b>Per day</b> <b>Per month</b>
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 <b>Total</b>	153-30	3985-30
	b) 2.15 mtr 100 coil fibre 1 bundle		52-20	1357-20
	c) 2.88 mtr 100 coil fibre 1 bundle		205-50	5342-50
	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	<b>Rope making:</b>			
	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	Basic V D A <b>Total</b>	153-30 52-20 205-50	3985-30 1357-20 5342-50
	d) To make rope measuring 3.80 cm out of 33 kg coir			
8	Foot rug mat making			
9	To make 30 or 35 kg coir into bundle of -			
	a) By machine			
	b) By manual			

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

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

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

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

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

Published in Gazette dated 03-03-2011

Minimum Wages With effect from 01-04-2010

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

Cost of Living Index: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month
1	2		3
1	Area Sales Manager / Officer	Basic	4978-00
2	Sales Officer	VDA	1357-20
3	Sales Officer / Marketing Executive	<b>Total</b>	6335-20
4	Sales Executive	Basic	4455-10
5	Medical Sales Representative	VDA	1357-20
6	Sales Representative	<b>Total</b>	5812-30
7	Technical Representative		
8	Driver	Basic	4063-45
		VDA	1357-20
		<b>Total</b>	5420-65
9	Mazdoor	Basic	3989-95
10	Watchman	VDA	1357-20
11	Sales Boy	<b>Total</b>	5347-15
<b>Office Staff:</b>			
12	Accountant	Basic	4315-45
		VDA	1357-20
		<b>Total</b>	5672-65
13	Clerk	Basic	4132-75
	Typist	VDA	1357-20
		<b>Total</b>	5489-95
14	<b>Office Boy</b>	Basic	3989-95
		VDA	1357-20
		<b>Total</b>	5347-15

**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.

## 59. "SECURITY AGENCY"

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: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month	
			Zone-I	Zone-II
1	2		3	4
1	Security Supervisor			
2	Security Officer	Basic	5231-46	4949-81
3	Field Officer	VDA	1357-20	1357-20
4	Manager	<b>Total</b>	6588-66	6307-01
5	Security Inspector	Basic	4828-00	4736-55
6	Assistant Security Officer	VDA	1357-20	1357-20
		<b>Total</b>	6185-20	6093-75
7	Head Guard	Basic	4649-71	4448-57
		VDA	1357-20	1357-20
		<b>Total</b>	6006-91	5805-77
8	Intelligence & Fire Fighting			
9	Security Guard	Basic	4459-91	4376-75
10	Assistant	VDA	1357-20	1357-20
11	Lady Guard / Lady Searchers	<b>Total</b>	5817-11	5733-95
12	Supervisor	Basic	4646-46	4601-41
13	Accountant	VDA	1357-20	1357-20
14	Cashier	<b>Total</b>	6003-66	5958-61
15	Stenographer			
16	Clerk			
17	Typist	Basic	4553-11	4508-76
18	Receptionist	VDA	1357-20	1357-20
19	Computer Operator	<b>Total</b>	5910-31	5865-96
20	Driver			

21	Attender	Basic	4373-46	4359-28
22	Office Boy	VDA	1357-20	1357-20
23	Peon	<b>Total</b>	5730-66	5716-48

**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.

## 60(a). SERICULTURE

**Notification No. KAE 29 LMW 2012 dated 09-01-2013**

Published in Gazette dated 09-01-2013

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

Cost of Living Index : 5075 - 4284 = 791points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### 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		5	
I	Grainage:		Per Day	Per Month	Per Day	Per Month
1	Separation of cross breeding of cocoons	Basic VDA <b>Total</b>	200-00 41-07 241-07	5200-00 1067-85 6267-85	195-00 41-07 236-07	5070-00 1067-85 6137-85
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	<b>Chaki rearing and worm rearing:</b>					
1	Disinfection of cabin	Basic V D A <b>Total</b>	195-00 41-07 236-07	5070-00 1067-85 6137-85	190-00 41-07 231-07	4940-00 1067-85 6007-85
2	Chopping worm rearing and nourishing with chemicals					
3	Delicate work of moulding					
4	Putting the worms to the Bamboo trays harvesting					
III	<b>Cocoon market:</b>					
1	Unloading the baskets containing cocoons in the market	Basic V D A <b>Total</b>	205-00 41-07 246-07	5330-00 1067-85 6397-85	200-00 41-07 241-07	5200-00 1067-85 6267-85

2	After the auction filling it up in the basket and taking it to the weighing bridge	Basic V D A <b>Total</b>	205-00 41-07 246-07	5330-00 1067-85 6397-85	200-00 41-07 241-07	5200-00 1067-85 6267-85
3	Weighing/load and unloading					
4	Any other similar job					
<b>IV</b>	<b>Silk farm/Mulberry garden:</b>					
1	Digging	Basic V D A <b>Total</b>	200-00 41-07 241-07	5200-00 1067-85 6267-85	195-00 41-07 236-07	5070-00 1067-85 6137-85
2	Ploughing					
3	Harrowing					
4	Mounting					
5	Inter-cultivation					
6	Up-rooting	Basic V D A <b>Total</b>	185-00 41-07 226-07	4810-00 1067-85 5877-85	180-00 41-07 221-07	4680-00 1067-85 5747-85
7	Picking of leaves					
8	Admixtures of chemicals & fertilizers	Basic V D A <b>Total</b>	215-00 41-07 256-07	5590-00 1067-85 6657-85	205-00 41-07 246-07	5330-00 1067-85 6397-85
9	Spraying of chemicals and fertilizers and chemical treatment					
<b>V</b>	<b>Nursery:</b>					
1	Prone Cutting	Basic V D A <b>Total</b>	200-00 41-07 241-07	5200-00 1067-85 6267-85	195-00 41-07 236-07	5070-00 1067-85 6137-85
2	Preparation of nursery bed					
3	Ridges and ferrow					
4	Water Management					
5	Weeding					
6	Any other job					

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

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

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

## 60(b). SERICULTURE

### Notification No. KAE 73 LMW 2010 dated 23-01-2012

Published in Gazette dated 24-1-2012

Minimum Wages With effect from 01-04-2011

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

Cost of Living Index: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages	
			Zone-I	Zone-II
1	2		3	4
<b>I</b>	<b>Grain age:</b>		<b>Per Day</b>	<b>Per Day</b>
1	Stenographer	Basic	180-66	172-97
		VDA	52-20	52-20
		<b>Total</b>	232-86	225-17
2	Graduate Assistant	Basic	176-82	171-05
3	Graduate Typist	VDA	52-20	52-20
4	Total Inspector	<b>Total</b>	229-02	223-25
5	Non Graduate Typist	Basic	149-48	147-47
6	Electrician	VDA	52-20	52-20
7	Driver	<b>Total</b>	201-68	199-67
8	Literate Attender	Basic	148-43	146-42
		VDA	52-20	52-20
		<b>Total</b>	200-63	198-62
<b>II</b>	<b>Chaki rearing and work rearing: (Technical Service Centre)</b>			
1	Stenographer	Basic	180-66	172-97
		VDA	52-20	52-20
		<b>Total</b>	232-86	225-17
2	Graduate Assistant	Basic	176-82	171-05
3	Graduate Typist	VDA	52-20	52-20
		<b>Total</b>	229-02	223-25
4	Non Graduate Typist	Basic	149-48	147-47
5	Electrician	VDA	52-20	52-20
6	Driver	<b>Total</b>	201-68	199-67
7	Literate Attender	Basic	148-43	146-42
		VDA	52-20	52-20
		<b>Total</b>	200-63	198-62
<b>III</b>	<b>Cocoon market:</b>			
1.	Stenographer	Basic	180-66	172-97
		VDA	52-20	52-20
		<b>Total</b>	232-86	225-17

2.	Graduate Assistant	Basic	176-82	171-05
3	Graduate Typist	VDA	52-20	52-20
		<b>Total</b>	229-02	223-25
4	Non Graduate Typist	Basic	149-48	147-47
5	Electrician	VDA	52-20	52-20
6	Driver	<b>Total</b>	201-68	199-67
7	Literate Attender	Basic	148-43	146-42
		VDA	52-20	52-20
		<b>Total</b>	200-63	198-62
<b>IV</b>	<b>Silk farms:</b>			
1	Worm Tester (Worm Inspector)	Basic	151-67	149-57
		VDA	52-20	52-20
		<b>Total</b>	203-87	201-77
<b>V</b>	<b>Office Staff:</b>		<b>Per Month</b>	<b>Per Month</b>
1	Accountant	Basic	5771-22	5621-22
		VDA	1357-20	1357-20
		<b>Total</b>	7128-42	6978-42
2	Cashier	Basic	4597-22	4447-32
		VDA	1357-20	1357-20
		<b>Total</b>	5954-42	5804-52
3	Clerk	Basic	4597-32	4447-32
		VDA	1357-20	1357-20
		<b>Total</b>	5954-52	5804-52
4	Storekeeper	Basic	4397-32	4247-32
		VDA	1357-20	1357-20
		<b>Total</b>	5754-52	5604-52

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

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

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

## 61. SHOPS AND COMMERCIAL ESTABLISHMENTS

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

Minimum Wages With effect from 01-04-2012

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

Cost of Living Index: 5075 – 4284 = 791 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### SCHEDULE

Sl No.	Class of Employment	Minimum rates of wages						
			Zone-1		Zone-2		Zone-3	
			Per day	Per month	Per day	Per month	Per day	Per month
1	<b>Group-I</b> Manager	Basic	240-00	6240-00	228-00	5928-00	216-00	5616-00
		VDA	36-50	949-20	36-50	949-20	36-50	949-20
		<b>Total</b>	276-50	7189-20	264-50	6877-20	252-50	6565-20
2	Pharmacist & Chemist	Basic	225-00	5850-00	213-00	5538-00	202-00	5252-00
		VDA	36-50	949-20	36-50	949-20	36-50	949-20
		<b>Total</b>	261-50	6799-20	249-50	6487-20	238-50	6201-20
3	Supervisor	Basic	215-00	5590-00	204-00	5304-00	193-00	5018-00
		VDA	36-50	949-20	36-50	949-20	36-50	949-20
		<b>Total</b>	251-50	6539-20	240-50	6253-20	229-50	5967-20
1	<b>Group-II:</b> Salesmen/Sales Girl	Basic VDA <b>Total</b>	190-00 36-50 226-50	4940-00 949-20 5889-20	180-00 36-50 216-50	4680-00 949-20 5629-20	171-00 36-50 207-50	4446-00 949-20 5395-20
2	Compounder							
3	Photo-artist							
4	Photographer							
5	Watch Mechanic / Repairer							
6	Radio Mechanic / Repairer							
7	T V Mechanic/ Repairer							
	Optical Mechanic/ Repairer							
9	Skilled labour in lift fixing installing establishment							

10	Technician/ Mechanical Instrument shop	<b>Basic VDA Total</b>	190-00 36-50 226-50	4940-00 949-20 5889-20	180-00 36-50 216-50	4680-00 949-20 5629-20	171-00 36-50 207-50	4446-00 949-20 5395-20
11	Carpenter (Furniture shop)							
12	Polishing (Furniture shop)							
13	Refractionarian (Optical shop)							
14	Hair Dresser (in hair dressing saloon)							
15	Air condition plant operator							
16	Umbrella / Suitcase maker							
17	Receptionist							
	<b>Group-III</b>							
1	Bill collector	<b>Basic VDA Total</b>	185-00 36-50 221-50	4810-00 949-20 5759-20	176-00 36-50 212-50	4576-00 949-20 5525-20	167-00 36-50 203-50	4342-00 949-20 5291-20
2	Bill clerk							
3	Godown Keeper							
4	Booking clerk							
5	Assistant Sales man /Sales Girl							
6	Assistant Photo artists							
7	Shop Assistant							
8	Packer							
9	Gas Supplier							
10	Stove Repairer							
	<b>Group-IV</b>							
1	Messenger	<b>Basic VDA Total</b>	180-00 36-50 216-50	4680-00 949-20 5629-20	171-00 36-50 207-50	4446-00 949-20 5395-20	162-00 36-50 198-50	4212-00 949-20 5161-20
2	Weighing man							
3	Bicycle Fitter/repairer							
4	Workers engaged in drying, storing, washing, Ironing (in Laundry), measuring, loading and unloading in warehousing							

	godowns, storerooms							
5	Operator in Petrol Bunk							
6	Painter							
7	Fruit Juice or Lassi maker in the shops							
8	Workers engaged in grinding establishment services	Basic	180-00	4680-00	171-00	4446-00	162-00	4212-00
		VDA	36-50	949-20	36-50	949-20	36-50	949-20
9	General workers (in all shops & commercial establishments other than in administration) and clerical cadre and who are not covered in any of the above categories)	<b>Total</b>	216-50	5629-20	207-50	5395-20	198-50	5161-20
	<b>Drivers</b>							
1	Lorry Driver	Basic	210-00	5460-00	199-00	5174-00	189-00	4914-00
		VDA	36-50	949-20	36-50	949-20	36-50	949-20
		<b>Total</b>	246-50	6409-20	235-50	6123-20	225-50	5863-20
2	Car/Jeep Driver	Basic	195-00	5070-00	185-00	4810-00	176-00	4576-00
		VDA	36-50	949-20	36-50	949-20	36-50	949-20
		<b>Total</b>	231-50	6019-20	221-50	5759-20	212-50	5525-20
3	Lorry/Jeep/Car Cleaner	Basic	175-00	4550-00	166-00	4316-00	158-00	4108-00
		VDA	36-50	949-20	36-50	949-20	36-50	949-20
		<b>Total</b>	211-50	5499-20	202-50	5265-20	194-50	5057-20
	<b>Group-V</b>							
1	Gunny Stitcher	3.75 paise per bag (to stitch one bag) (ordinary gunny bag) 4.25 paise per bag (to stitch one bag) (cement, fertilizer, gunny bag)						
	<b>Office staff</b>							
1	Manager/Personal Officer	Basic	244-00	6344-00	231-00	6006-00	219-00	5694-00
		VDA	36-50	949-20	36-50	949-20	36-50	949-20
		<b>Total</b>	280-50	7293-20	267-50	6955-20	255-50	6643-20
2	Assistant Manager/Assistant Personal Officer	Basic	235-00	6110-00	223-00	5798-00	211-00	5486-00
		VDA	36-50	949-20	36-50	949-20	36-50	949-20
		<b>Total</b>	271-50	7059-20	259-50	6747-20	247-50	6435-20
3	Accountant	Basic	225-00	5850-00	213-00	5538-00	202-00	5252-00
		VDA	36-50	949-20	36-50	949-20	36-50	949-20
		<b>Total</b>	261-50	6799-20	249-50	6487-20	238-50	6201-20

4	Cashier							
5	Stenographer/Computer Operator	Basic	220-00	5720-00	209-00	5434-00	198-00	5148-00
		VDA	36-50	949-20	36-50	949-20	36-50	949-20
		<b>Total</b>	256-50	6669-20	245-50	6383-20	234-50	6097-20
6	Store keeper							
7	Typist/Data Entry Operator	Basic	215-00	5590-00	204-00	5304-00	193-00	5018-00
		VDA	36-50	949-20	36-50	949-20	36-50	949-20
		<b>Total</b>	251-50	6539-20	240-50	6253-20	229-50	5967-20
8	Clerk							
9	Office boy/peon/watchman/attender	Basic	175-00	4550-00	166-00	4316-00	158-00	4108-00
		VDA	36-50	949-20	36-50	949-20	36-50	949-20
		<b>Total</b>	211-50	5499-20	202-50	5265-20	194-50	5057-20

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

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

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

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

## 62. SPINNING MILLS INDUSTRY:

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

Published in Gazette dated 24-01-2012

Minimum Wages With effect from 01-04-2011

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

Cost of Living Index: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### 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
<b>HIGHLY SKILLED</b>				
1	Supervisor	Basic VDA <b>Total</b>	5771-22 1357-20 <b>7128-42</b>	5621-22 1357-20 <b>6978-42</b>
2	Maistry	Basic VDA <b>Total</b>	4469-73 1357-20 <b>5826-93</b>	4302-32 1357-20 <b>5659-52</b>
<b>SKILLED</b>				
1	Electrician	Basic VDA <b>Total:</b>	4344-42 1357-20 <b>5701-62</b>	4274-91 1357-20 <b>5632-11</b>
2	Generator Operator			
3	Turner			
4	Welder			
5	Cone Winder			
6	Winding Fitter			
7	Carding Fitter			
8	Preparatory Fitter			
9	Fitter Blowroom			
10	Spinning Fitter			
11	Fitter Ring Prewar			
12	Swindle Gaggers			
13	Sweeper			
14	Presser			
15	Stripper			
16	Stitcher & any other skilled labourer			
17	Driver	Basic VDA <b>Total</b>	3995-93 1357-20 <b>5353-13</b>	3933-98 1357-20 <b>5291-18</b>

SEMI-SKILLED				
1	Carding Assistant	Basic VDA <b>Total</b>	4148-53 1357-20 <b>5505-73</b>	4100-72 1357-20 <b>5457-92</b>
2	Assistant Fitter			
3	Preparatory Asst. Fitter			
4	Yarn Conditioner			
5	Carding Worker	Basic VDA <b>Total</b>	4113-53 1357-20 <b>5470-73</b>	4100-72 1357-20 <b>5457-92</b>
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			
UNSKILLED				
1	Bell Brusher Attender	Basic VDA <b>Total</b>	3952-24 1357-20 <b>5309-44</b>	3902-27 1357-20 <b>5259-47</b>
2	Work Gap Attender			
3	Motor Attender			
4	Stitcher Attender			
5	Spinning Tape Stitcher			
6	Blowroom Attender			
7	Carding Attender			
8	Comber Tentor			
9	Doffing Boys			
10	Half-Carrier			
11	Mixing Attender, Mixing Helper			
12	Spinning Jobber			
13	Reelers			
14	Mixing Mazdoors			
15	Fitter Helper/ Helper			
16	Maintenance Helper			
17	Binding worker			
18	Weigher			
19	Waste Pickers			
20	Mazdoors			
21	Helper-cum-Winder			
22	Cleaning Gang			
23	Cleaner			
24	Watchman			

25	Sweeper and any other unskilled labourer			
<b>OFFICE STAFF</b>				
1	Manager/Personal Manager	Basic VDA <b>Total</b>	5984-94 1357-20 <b>7342-14</b>	5834-94 1357-20 <b>7192-14</b>
2	Accountant	Basic VDA <b>Total</b>	5771-22 1357-20 <b>7128-42</b>	5621-22 1357-20 <b>6978-42</b>
3	Stenographer	Basic VDA <b>Total</b>	4697-32 1357-20 <b>6054-52</b>	4497-32 1357-20 <b>5854-52</b>
4	Cashier	Basic	4597-32	4447-32
5	Clerk	VDA	1357-20	1357-20
6	Typist	<b>Total</b>	<b>5954-52</b>	<b>5804-52</b>
7	Store Keeper	Basic VDA <b>Total</b>	4397-32 1357-20 <b>5754-52</b>	4247-32 1357-20 <b>5604-52</b>
8	Office Boy / Peon / Watchman / Attender	Basic VDA <b>Total</b>	4187-82 1357-20 <b>5545-02</b>	4037-82 1357-20 <b>5395-02</b>

**Zone-I:** Bruhat 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.

**63. 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: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

**S C H E D U L E**

Sl. No.	Class of Employment		Minimum rates of wages per month:				
			Zone-I	Zone-II			
<b><u>I. HIGHLY SKILLED:</u></b>							
1	Engineer	Basic	5023-20	4957-20			
2	Foreman	VDA	1357-20	1357-20			
		<b>Total:</b>	<b>6380-40</b>	<b>6314.40</b>			
3	Manager	Basic	4881-20	4816-20			
4	Technical Supervisor	VDA	1357-20	1357-20			
5	Supervisor	<b>Total:</b>	<b>6238-40</b>	<b>6173-40</b>			
<b><u>II. SKILLED:</u></b>							
1	Mechanic	Basic	4858-20	4792-20			
2	Operator						
3	Moulder						
4	Burner						
5	Turner						
6	Welder				VDA	1357-20	1357-20
7	Bar Bender				<b>Total:</b>	<b>6215-40</b>	<b>6149-40</b>
8	Machine Operator						
9	Engine Driver						
10	Maistry						
11	Winder						
12	Other Skilled Labourer						
<b><u>III. Semi-skilled:</u></b>							
1	Assistant Operator	Basic	4692-20	4626-20			
2	Hammer man						
3	Moulder / Winder				VDA	1357-20	1357-20
4	Other Semi-skilled Labourer				<b>Total:</b>	<b>6049-40</b>	<b>5983-40</b>

	<b>IV. Un-skilled:</b>			
1	Stone Cutter	Basic VDA <b>Total:</b>	4446-20 1357-20 <b>5803-40</b>	4436-20 1357-20 <b>5793-40</b>
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			
	<b><u>V. OFFICE STAFF:</u></b>			
1	Accountant	Basic	4726-20	4692-20
2	Clerk	:	1357-20	1357-20
			<b>6083-40</b>	<b>6049-40</b>
3	Typist	Basic	4551-20	4469-20
		VDA	1357-20	1357-20
		<b>Total:</b>	<b>5908-40</b>	<b>5826-40</b>

**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.

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

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

Published in Gazette dated : 24-02-2011

Minimum Wages With effect from 01-04-2010

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

Cost of Living Index: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### 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
<b>I</b>	<b>HIGHLY SKILLED</b>				
1	Supervisor	Basic VDA <b>Total</b>	4047-00 1017-90 <b>5064-90</b>	3981-00 1017-90 <b>4998-90</b>	3947-00 1017-90 <b>4964-90</b>
<b>II</b>	<b>SKILLED</b>				
1	Fitter	Basic VDA <b>Total</b>	3881-00 1017-90 <b>4898-90</b>	3815-00 1017-90 <b>4832-90</b>	3783-00 1017-90 <b>4800-90</b>
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				
<b>III</b>	<b>SEMI SKILLED</b>				
1	Assistant Welder	Basic VDA <b>Total</b>	3716-00 1017-90 <b>4733-90</b>	3650-00 1017-90 <b>4667-90</b>	3617-00 1017-90 <b>4634-90</b>
2	Assistant Bender				
3	Assistant Filter				
4	Assistant Mechanic /Other Semi skilled labourer				

<b>IV</b>	<b>UNSKILLED</b>				
1	Mazdoors	Basic VDA <b>Total</b>	3471-00	3460-00	3454-00
2	Helper		1017-90	1017-90	1017-90
3	Cleaners		<b>4488-90</b>	<b>4477-90</b>	<b>4471-90</b>
4	Assistant /Other unskilled				
<b>V</b>	<b>OFFICE STAFF</b>				
1	Clerk	Basic VDA <b>Total</b>	3575-00	3509-00	3476-00
2	Typist		1017-90	1017-90	1017-90
			<b>4592-90</b>	<b>4526-90</b>	<b>4493-90</b>
3	Peon	Basic VDA <b>Total</b>	3471-00	3460-00	3454-00
4	Office Boy		1017-90	1017-90	1017-90
			<b>4488-90</b>	<b>4477-90</b>	<b>4471-90</b>

**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.

## 65. STONE BREAKING & STONE CRUSHING

**Notification No. KAE 76 LMW 2010 dated 12-10-2011**

**Published in Gazette dated 13-10-2011**

Minimum Wages With effect from 01-04-2011

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

Cost of Living Index: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### S C H E D U L E

Sl. No.	Class of Employment		Minimum rates of wages per month
1	2		3
1	Maistries	Basic VDA <b>Total:</b>	4650-10 1357-20 <b>6007-30</b>
2	Drivers (Engine Static)	Basic VDA <b>Total</b>	3961-33 1357-20 <b>5318-53</b>
3	Blasters	Basic VDA <b>Total:</b>	3452-08 1357-20 <b>4809-28</b>
4	Blacksmith		
5	Stone Breaking		
6	Metal Jelly Crusher		
7	Labourers (Unskilled)		
8	Lorry Driver	Basic VDA <b>Total:</b>	4461-33 1357-20 <b>5818-53</b>
9	Cleaners attached to lorries	Basic VDA <b>Total:</b>	3777-58 1357-20 <b>5134-78</b>
10	Mazdoors, any other categories of unskilled employees not specified above	Basic VDA <b>Total:</b>	3452-08 1357-20 <b>4809-28</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.

## 66. TANNERIES AND LEATHER MANUFACTURING:

Notification No. KAE 26 LMW 2012 dated 09.01.2013

Published in Gazette dated 09.01.2013

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

Cost of Living Index : 5075 - 4284 = 791points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### SCHEDULE

Sl. No.	Class of Employment	Minimum rates of wages		
			Per Day	Per Month
<b>PART-I: TANNERIES -CHROME TANNING:</b>				
1	Scudders	Basic VDA <b>Total</b>	214-00	5574-00
2	Goat Skin Knitters		36-50	949-20
			<b>250-50</b>	<b>6523-20</b>
3	Helpers	Basic VDA <b>Total</b>	203-60	5293-60
4	Finishers		36-50	949-20
			<b>240-10</b>	<b>6242-80</b>
<b>TANNING &amp; DYEING DEPARTMENT:</b>				
1	Shavers	Basic VDA <b>Total</b>	205-00	5330-00
2	Samming Helpers		36-50	949-20
			<b>241-50</b>	<b>6279-20</b>
3	Shaving Learners	Basic VDA <b>Total</b>	198-60	5163-60
4	Helpers		36-50	949-20
5	Drum Boys		<b>235-10</b>	<b>6112-80</b>
6	Splitters			
<b>SETTING DEPARTMENT:</b>				
1	Setting Machine Operators	Basic VDA <b>Total</b>	204-30	5311-80
2	Helpers		36-50	949-20
			<b>240-80</b>	<b>6261-00</b>
3	Hand setters	Basic VDA <b>Total</b>	198-60	5163-60
			36-50	949-20
			<b>235-10</b>	<b>6112-80</b>
<b>STAKING DEPARTMENT:</b>				
1	Helpers	Basic VDA <b>Total</b>	188-60	4903-00
2	Deters		36-50	949-20
			<b>225-10</b>	<b>5852-20</b>
3	Skaters			
<b>STRAINING DEPARTMENT:</b>				
1	Helpers	Basic VDA <b>Total</b>	188-60	4903-00
2	Strainers		36-50	949-20
			<b>225-10</b>	<b>5852-20</b>
<b>FINISHING DEPARTMENT:</b>				
1	Helpers	Basic VDA <b>Total</b>	179-30	4661-80
2	Seasoners		36-50	949-20
			<b>215-80</b>	<b>5611-00</b>
3	Sprayers			

	<b>FINISHING MACHINERY DEPARTMENT:</b>			
1	Buffing Machine Operators	Basic VDA <b>Total</b>	204-50	5317-00
2	Emery Wheel Operators (2)		36-50	949-20
3	Glazing Machine Operators (Cow)		241-00	<b>6266-20</b>
4	Trimmers			
5	Press Machine Operators			
6	Hand Ironers			
7	Boarders			
8	Glazing Machine Operators			
9	Helpers	Basic VDA <b>Total</b>	178-60 36-50 <b>215-10</b>	4643-60 949-20 <b>5592-80</b>
	<b>FOUNDRY DEPARTMENT:</b>			
1	Drivers	Basic VDA <b>Total</b>	200-10	5202-60
2	Masons		36-50	949-20
3	Carpenters		<b>236-60</b>	<b>6151-80</b>
4	Fitters			
5	Setters	Basic VDA <b>Total</b>	189-30 36-50 <b>225-80</b>	4921-80 949-20 <b>5871-00</b>
6	Helpers	Basic VDA <b>Total</b>	178-60	4643-60
7	Driver Learners		36-50	949-20
	<b>BARNWARD DEPARTMENT:</b>			
1	Beamers	Basic VDA <b>Total</b>	179-30	4661-80
2	Setters		36-50	949-20
		<b>215-80</b>	<b>5611-00</b>	
	<b>GENERAL:</b> (Per month)			
1	Maistries	Basic VDA <b>Total</b>	210-67 36-50 <b>247-17</b>	5477-60 949-20 <b>6426-80</b>
	<b>PART-II : OTHER TANNERIES VEGETABLE TANNING HIDES (SKINS)</b>			
	<b>I. SOAKING</b>	Rs. 165-70 per unit	VDA Rs. 36-50 per day	
1	Wet Sale hides			
2	Dry hides			
	<b>II. ELANGRAM:</b>			
	<b>A. Fleshing</b>			
1	Immediate after removing the hides from lime pits	Rs. 165-70 per unit		
2	Immediate after removing the hides from lime pits next day			
3	Buff hides for dhor (sole leather)			
4	Scudding buff for dhor			
	<b>B. Scudding:</b>			
1	Scudding on the grain side after fleshing immediate	Rs. 165-70 per unit		
2	Scudding next day			
3	Scudding on the grain side without fleshing			
	<b>III. MOTTU</b>			

	<b>A. Bask Scudding on the flesh side</b>				
	<b>B. Myrabalon</b>				
1	First time scudding on the flesh side	Rs. 165-70 per unit			
2	Second time scudding on the flesh side				
3	Oiling both sides of the hides after scudding to remove the moisture, etc.				
	<b>IV. TANS OF SETTING</b>				
	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. 165-70 per unit			
	<b>V. THOTTI</b>				
	Removing and replacing hides in marks and myrobalan pits daily	Rs. 165-70 per unit			
	<b>PART-III. LEATHER MANUFACTORY:</b>	<b>Per Pair</b>			
I	a. Chappals (ordinary)	198-00	VDA Rs. 36-50 per day		
	b. Chappals made to order	177-80			
II	a. Shoes (ordinary)	204-60			
	b. Shoes (special made to order)	211-04			
III	a. Pump Shoes (ordinary)	200-20			
	b. Pump shows (special made to order)	205-63			
IV	a. Boots (Ordinary)	211-00			
	b. Boots (special police or military type or made to order)	221-50			
	<b>Office Staff</b>				<b>Per Day</b>
1	Manager/Personal Officer	Basic VDA <b>Total</b>	243-84 36-50 <b>280-34</b>	6339-00 949-20 <b>7288-20</b>	
2	Assistant Manager/ Assistant Personal Officer	Basic VDA <b>Total</b>	235-00 36-50 <b>271-50</b>	6110-00 949-20 <b>7059-20</b>	
3	Accountant	Basic VDA <b>Total</b>	225-00 36-50 <b>261-50</b>	5850-00 949-20 <b>6799-20</b>	
4	Cashier	Basic VDA <b>Total</b>	220-00	5720-00	
5	Stenographer/Computer Operator		36-50	949-20	
6	Store keeper		<b>256-50</b>	<b>6669-20</b>	
7	Typist/Data Entry Operator	Basic VDA <b>Total</b>	215-00	5590-00	
8	Clerk		36-50	949-20	
9	Office boy/peon/ watchman/ attender	Basic VDA <b>Total</b>	175-00 36-50 <b>211-50</b>	4550-00 949-20 <b>5499-20</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 4284points.

## 67.TAILORINGINDUSTRY:

**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: 5075 - 3196 = 1879 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### 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
<b>I</b>	<b>HIGHLY SKILLED:</b>					
1	Designer	Basic VDA Total	114.10 86.72 <b>200.82</b>	113.10 86.72 <b>199.82</b>	112.00 86.72 <b>198.72</b>	107.30 86.72 <b>194.02</b>
2	Maker Doing Cutting					
3	Tailor					
4	Cutter employed on designing & cutting					
<b>II</b>	<b>SKILLED:</b>					
1	Tailor Grade-1	Basic VDA Total:	113.10 86.72 <b>199.82</b>	112.00 86.72 <b>198.72</b>	111.50 86.72 <b>198.22</b>	106.80 86.72 <b>193.52</b>
2	Head Cook					
3	Driver					
4	Cutting Machine Operator					
5	Inspector					
6	Tailor Maistry					
7	Layer who does cutting & marking					
<b>III</b>	<b>SEMI-SKILLED:</b>					
1	Ironer	Basic VDA Total:	111.50 86.72 <b>198.22</b>	107.20 86.72 <b>193.92</b>	106.80 86.72 <b>193.52</b>	104.40 86.72 <b>191.12</b>
2	Measurement Checker					
3	Watch & Ward					
4	Tailor Grade-II					
5	Button Hole Machine					
6	Over locker machine					
7	Button and Buttonhole stich					
<b>IV</b>	<b>UNSKILLED:</b>					
1	Packer	Basic VDA Total	106.80 86.72 <b>193.52</b>	104.40 86.72 <b>191.12</b>	103.30 86.72 <b>190.02</b>	96.50 86.72 <b>183.22</b>
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
		VDA	86.72	86.72	86.72	86.72
		<b>Total:</b>	<b>200.72</b>	<b>199.82</b>	<b>198.72</b>	<b>194.02</b>
2	Cashier					
3	Stenographer					
4	Clerk					
5	Typist					
6	Store Keeper	Basic	113.10	112.00	111.50	106.80
7	Receptionist	VDA	86.72	86.72	86.72	86.72
8	Telephone Operator	<b>Total:</b>	<b>199.82</b>	<b>198.72</b>	<b>198.22</b>	<b>193.52</b>
9	Clerk-cum-Typist					
10	Office Boy	Basic	106.20	104.40	103.30	96.50
		VDA	86.72	86.72	86.72	86.72
		<b>Total:</b>	<b>192.92</b>	<b>191.12</b>	<b>190.02</b>	<b>183.22</b>

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.

## 68. TEXTILE (SILK) INDUSTRY:

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

**Published in Gazette dated 24-1-2012**

Minimum Wages With effect from 01-04-2011

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

Cost of Living Index: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### S C H E D U L E

Sl. No.	Class of Employment	Wages per day	
1	2	3	
	<b>Group - I Silk Charaka and Silk Filature Establishments:</b>		
<b>I-A</b>			
1	Cocoon sorters	Basic VDA <b>Total</b>	161-07 52-20 <b>213-27</b>
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		
<b>I-B</b>			
1	Charaka Reelers	Basic VDA <b>Total</b>	171-57 52-20 <b>223-77</b>
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		
<b>I-C</b>			
1	Pressers	Basic VDA <b>Total</b>	173-67 52-20 <b>225-87</b>
2	Gassers		
3	Gas Plant Attender		
	<b>Group - 2 : Twisting section (pure silk &amp; art silk)</b>		
<b>II-A</b>			
1	Winders	Basic VDA <b>Total</b>	161-07 52-20 <b>213-27</b>
2	Twisters		
3	Doublers		
4	Reelers		
<b>II-B</b>			

1	Warpers	Basic	171-57
2	Twisting Assistant	VDA	52-20
		<b>Total</b>	<b>223-77</b>
<b>Group – 3 : Weaving Calendering and processing Section</b>			
<b>III-A</b>			
1	Pern Winder		
2	Warp Assistant		
3	Card Punchers		
4	Card Lacers		
5	Back Sizers		
6	Cloth Examiners		
7	Hand and machine folder		
8	Back Calender man	Basic	161-07
9	Hand sewer, stitcher, marker, bundler, fringer	VDA	52-20
		<b>Total</b>	<b>213-27</b>
10	Hand ironing man		
11	Assistant machine man		
12	Scaping machine man		
13	Winchman, Kirman, Stenter machine man, washing man, bleaching man, hydro extractor machine man		
<b>III-B</b>			
1	Front calendar man	Basic	171-57
2	Developing man, editing man	VDA	52-20
3	Contrast pally preparators and dyers	<b>Total</b>	<b>223-77</b>
<b>III-C</b>			
1	High Speed Warpers		
2	Designers		
3	Knotters or piecers	Basic	172-62
4	Lace wrappers	VDA	52-20
5	Weavers plain carpet weavers	<b>Total</b>	<b>224-82</b>
6	Finisher		
7	Printing machine man		
<b>III-D</b>			
1	Head designers	Basic	225-97
2	Weavers doobby with drop box	VDA	52-20
		<b>Total</b>	<b>278-17</b>
<b>III-E</b>			
1	Weavers (Jacquard)	Basic	222-54
		VDA	52-20
		<b>Total</b>	<b>274-74</b>
<b>III-F</b>			
1	Other Fancy Weavers	Basic	225-77
		VDA	52-20
		<b>Total:</b>	<b>277-97</b>

<b>Group - 4 : Maintenance Section : (Power plant and workshop)</b>			
<b>IV-A</b>			
1	Oil man	Basic VDA <b>Total</b>	171-57 52-20 <b>223-77</b>
2	Fire man		
3	Lorry cleaner		
4	Pump man		
5	Cobbler		
<b>IV-B</b>			
1	Wireman, Fitter, Blacksmith	Basic VDA <b>Total</b>	176-82 52-20 <b>229-02</b>
2	Turners		
3	Shapers		
4	Plumbers		
5	Boiler attender		
6	Carpenter		
7	Mechanic		
8	Welders		
9	Engine driver		
10	Electrician		
11	Lorry driver		
12	Mechanical foreman		
13	Mason		
<b>Group - 5 : General Administration (Clerical and Supervisory)</b>			
<b>V-A</b>			
1	Mazdoor, Peon, Watchman, Waterman, mali, Sweeper	Basic VDA <b>Total</b>	161-07 52-20 <b>213-27</b>
2	Assistant		
<b>V-B</b>			
1	Time Keeper	Basic VDA <b>Total</b>	171-57 52-20 <b>223-77</b>
<b>V-C</b>	Store Keeper	Basic VDA <b>Total</b>	169-11 52-20 <b>221-31</b>
<b>V-D</b>			
1	Maistry, Supervisor, Jobber	Basic VDA <b>Total</b>	176-82 52-20 <b>229-02</b>
2	Clerk		
3	Typist		
4	Cashier		
5	Supervisor	Basic VDA <b>Total</b>	221-97 52-20 <b>274-17</b>
<b>V-E</b>			
1	Assistant Manager	Basic VDA <b>Total</b>	221-97 52-20 <b>274-17</b>
2	Accountant		
<b>V-F</b>			
1	Master	Basic VDA <b>Total</b>	230-19 52-20 <b>282-39</b>
2	Manager		

**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.

## 69. TILE INDUSTRY

Notification No. KAE 33 LMW 2012 dated 09.01.2013

Published in Gazette dated 09.01.2013

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

Cost of Living Index : 5075 - 4284 = 791points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### SCHEDULE

Sl. No.	Class of Employment	Minimum rates of wages per day:		
		3		
			Per Day	Per Month
<b>I</b>	<b>Skilled</b>			
1	Burner/Fireman	Basic VDA Total:	220-00 41-07 <b>261-07</b>	5720-00 1067-85 <b>6787-85</b>
2	Fitter			
3	Blacksmith			
4	Turner			
5	Machinist			
6	Tile Moulder			
7	Carpenters			
8	Mason			
9	Wheel Turner			
<b>II</b>	<b>SEMI-SKILLED</b>			
1	Dye Operator	Basic VDA Total	205-00 41-07 <b>246-07</b>	5330-00 1067-85 <b>6397-85</b>
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			
9	Ridge Tile Operator			
10	Sorter			
11	Stocker			
12	Fire Wood Splitter			
13	Setter			
14	Assistant to Skilled Worker			
<b>III</b>	<b>UN-SKILLED</b>			
1	Truck Pusher	Basic VDA Total	190-00 41-07 <b>231-07</b>	4940-00 1067-85 <b>6007-85</b>
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			
<b>IV</b>	<b>Drivers</b>			
1	Lorry Driver	Basic	220-00	5720-00
		VDA	41-07	1067-85
		<b>Total</b>	<b>261-07</b>	<b>6787-85</b>
2	Jeep/Car Driver	Basic	200-00	5200-00
		VDA	41-07	1067-85
		<b>Total</b>	<b>241-07</b>	<b>6267-85</b>
<b>V</b>	<b>Office Staff</b>			
1	Manager/Personal Officer	Basic	243-84	5720-00
		VDA	41-07	1067-85
		<b>Total</b>	<b>284-91</b>	<b>6787-85</b>
2	Assistant Manager/ Assistant Personal Officer	Basic	235-00	6110-00
		VDA	41-07	1067-85
		<b>Total</b>	<b>276-07</b>	<b>7177-85</b>
3	Accountant	Basic	225-00	5850-00
		VDA	41-07	1067-85
		<b>Total</b>	<b>266-07</b>	<b>6917-85</b>
4	Cashier			
5	Stenographer/Computer Operator	Basic	220-00	5720-00
		VDA	41-07	1067-85
		<b>Total</b>	<b>261-07</b>	<b>6787-85</b>
6	Store keeper			
7	Typist/Data Entry Operator	Basic	215-00	5590-00
8	Clerk	VDA	41-07	1067-85
		<b>Total</b>	<b>256-07</b>	<b>6657-85</b>
9	Office boy/peon/ watchman/ attender	Basic	175-00	4550-00
		VDA	41-07	1067-85
		<b>Total</b>	<b>216-07</b>	<b>5617-85</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 4.5 Paise per point over and above 4284 points.

## 70. TODDY TAPPING

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

Published in Gazette dated 24-1-2012

Minimum Wages With effect from 01-04-2011

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

Cost of Living Index: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

### SCHEDULE

Sl. No	Class of Employment		Minimum rates of wages			
			Skilled		Semi-skilled	
			Per Month	Per Day	Per Month	Per Day
1.	Tappers (for tapping 30 date trees per day where helpers are provided)	<b>Basic</b> <b>VDA</b> <b>Total</b>	3770-08 1357-20 5127-28	145-00 52-20 197-20	3466-48 1357-20 4823-68	133-32 52-20 185-52
2.	Tappers for tapping 10 Bhagini (Sagopalm Toddy) or Palmyra or coconut trees per day)	<b>Basic</b> <b>VDA</b> <b>Total</b>	3805-73 1357-20 5162-93	146-37 52-20 198-57	3760-88 1357-20 5118-08	144-64 52-20 196-84
			<b>Per Month</b>		<b>Per Day</b>	
3.	Sellers	<b>Basic</b> <b>VDA</b> <b>Total</b>	3775-00 1357-20 5132-20		145-19 52-20 197-39	
4. 5.	Bottle Fillers, Cleaners, etc. Suppliers and Depot Workers	<b>Basic</b> <b>VDA</b> <b>Total</b>	3750-00 1357-20 5107-20		144-23 52-20 196-43	
6.	Chowkidars	<b>Basic</b> <b>VDA</b> <b>Total</b>	3760-88 1357-20 5118-08		144-64 52-20 196-84	
7	Accountant/Cashier / Clerk	<b>Basic</b> <b>VDA</b> <b>Total</b>	3794-23 1357-20 5151-43		145-93 52-20 198-13	
8.	Lorry Drivers	<b>Basic</b> <b>VDA</b> <b>Total</b>	3944-23 1357-20 5301-43		151-70 52-20 203-90	
9.	Jeep/Car Drivers	<b>Basic</b> <b>VDA</b> <b>Total</b>	3794-23 1357-20 5151-43		145-93 52-20 198-13	
10.	Helpers (General) / Cleaners of Vehicles / Miscellaneous Transporters / Other Workers	<b>Basic</b> <b>VDA</b> <b>Total</b>	3741-33 1357-20 5098-53		143-89 52-20 196-09	

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

**Notification No. KAE 152 LMW 2008, dated 21-2-2011**

Published in Gazette dated 17-3-2011

Minimum Wages with effect from 17-3-2011

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

Cost of Living Index: 5075 - 3944 = 1131 points

Minimum wages and VDA from 01-04-2013 to 31-03-2014.

S C H E D U L E

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	1357-20	52-20	1357-20	52-20	1357-20	52-20
		Total	7238-40	278-40	6890-00	264-40	6276-40	241-40
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	1357-20	52-20	1357-20	52-20	1357-20	52-20
		Total	7004-40	269-40	6661-20	256-20	6165-90	237-15
3	Waterman	Basic	5413-20	208-20	5075-20	195-20	4698-20	180-70
		VDA	1357-20	52-20	1357-20	52-20	1357-20	52-20
		Total	6770-40	260-40	6432-40	247-40	6055-40	232-90
4	Peons/ Attender	Basic	5179-20	199-20	4846-40	186-40	4587-70	176-45
		VDA	1357-20	52-20	1357-20	52-20	1357-20	52-20
		Total	6536-40	251-40	6203-60	238-60	5944-90	228-65

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	1357-20	52-20	1357-20	52-20	1357-20	52-20
		Total	6401-20	246-20	5621-20	216-20	4841-20	186-20

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