

Contents		
Sl.Nos		Page Nos.
Method of Calculation of VDA in respect of all Scheduled Employments		6
1	Employment In Agriculture –Agricultural Works	7-9
2	Aerated Water Manufacturing Industry	10
3	Agarbathi Industry	11-13
4	Arecanut (Supari)	14
5	Automobile Engineering (Including Servicing And Repairing Works)	15-16
6	Bakeries	17
7(a)	Beedi Making Tobacco Industry	18
7(b)	Tobacco Industry- Tobacco Processing	19-20
8	Biscuit Manufacturing Industry	21-22
9	Brass, Copper And Aluminium Utensils Manufacturing Industry	23-25
10	Bricks Industry	26-27
11(a)	Wood Work Including Carpentry Industry And Saw Mill Industry	28-29
11(b)	Wood Work Including Match Works (Match Box) Industry	30-31
11. (c)	Wood Work Including Plywood Industry	32-33
11. (d)	Wood Work Including Timber Depot	34-36
11. (e)	Wood Work Including Veneer Industry:	37-38
12.	Cardamom Malais And Cardamom Gardens	39
13.	Cashew Industry	40-41
14.	Ceramics, Stoneware And Potteries Works	42-43
15(a)	Plantation Labour - Chincona, Rubber, Tea Or Coffee Plantations	44
15 (b)	Plantation Labour - Chincona, Rubber, Tea Or Coffee Plantations (Non-Staff)	45
16	Chemical Industry	46-47
17	Clubs	48
18	Coffee Curing Works	49-50
19	Confectionery Industry	51
20	Cotton Ginning & Pressing Manufacturing	52-53
21	Construction Or Maintenance Of Roads Or Building	54-56

	Operations	
22	Domestic Workers	57
23 (a)	Electronics & Electroplating : Electronics	58-60
23(b)	Electronics & Electroplating - Electroplating	61-62
24	Employment Not Covered In Any Of The Scheduled Employments	63
25	Engineering Industry	64
26	Film Industry	65-71
27	Fishing, Fish Curing, Fish Peeling And Frog Legs Exporting	72-73
28	Food Processing, Packing Of Food Products (Including Coffee, Tea & Spices)	74-75
29	Forestry & Timbering Industry	76-78
30	Foundry (With Or Without Machine Shafts)	79-80
31	Glass And Glassware Industry	81-83
32	Granite Stones And Marbles Industry	84-86
33	Handloom & Power loom (Cotton) Industry	87-89
34	Hospitals And Nursing Homes	90-92
35	Hostels	93-94
36	Hotel Industry	95-96
37	Ice Factory And Cold Storage Industry	97
38	Khandasari Sugar Industry	98-99
39	Laundry Industry	100
40	Manufacture Of Liquor (Breweries), Distilleries, Including Bottling Of Liquors	101
41	Manufacture Of Ayurvedic And Allopathy Medicine	102-103
42	Metal Rolling And Re-Rolling (Ferrous) Industry	104-105
43	Metal Rolling And Re-Rolling (Non-Ferrous) Industry	106-107
44	Mini Cement Plant Industry	108-109
45	Mosaic Tiles, Flooring Tiles Or Glazing Tiles Manufacturing Industry	110-111
46	Oil Mills	112
47	Petrol And Diesel Oil Pumps Industry	113-114
48	Plastic, Poly plastic, Rubber And PVC Pipes Manufacturing Industry	115-116
49	Printing Industry	117-118
50	Private Finance Corporations & Chit Funds	119
51	Private Safai Karmachari	120
52	Procurement, Processing And Distribution Of Milk	121-122
53	Public Motor Transport	123-124
54	Pulp Papers, Paper, Card Board, Straw Board Including News Print	125-126
55	Rice Flour Or Dhal Mills	127-128
56	Rubber Products (Including Foam And Coir Rubberised Products) Industry	129-132
57	Sales Representatives In Medicine Professionals, Consumer I	133

	And Service	
58.	Security Agency (Industries Where Office Staff Appointed By Such Agency Including Security Guards)	134
59(a)	Sericulture	135-136
59.(b)	Sericulture	137-138
60	Shops And Commercial Establishments	139-141
61	Spinning Mills Industry:	142-144
62	Spun Pipes, Concrete Pipes, Sanitary Fittings, P C C, R C S Poles And R C C Pipes Manufacturing Industry	145-146
63	Steel Almirahs, Tables, Chairs And Other Steel Furniture Industry	147-148
64	Stone Breaking & Stone Crushing	149
65	Tanneries And Leather Manufacturing:	150-152
66	Tailoring Industry:	153-154
67	Textile (Silk) Industry:	155-158
68.	Tile Industry:	159-160
69	Toddy Tapping	161
70	Urban Local Bodies / Town And Village Panchayats	162-163

**Method of Calculation of VDA in respect of all
Scheduled Employments**

Monthly Rate:

Yearly increase in CPI Points \times Rate of DA \times 30 days = VDA

Daily Rate:

Yearly increase in CPI Points \times Rate of DA \times 30 days = VDA

26

Note:

- 1) *To determine daily rate of Wages, monthly wage shall be divided by 26 in order to pay weekly holiday wages.*
- 2) *Paise to be rounded off to nearest 50 Paise or to a Rupee.*
- 3) *If any employee / workman works on the day of weekly off or on declared National & Festival holidays, he / she shall be paid double the rates of Minimum Wages.*

**1.EMPLOYMENT IN AGRICULTURE –
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: 4284 – 2967 = 1317 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012.

SCHEDULE

Sl. No.	Category of work		Prescribed Minimum Rates of Wages per day		
			Dry Land Rs. Ps.	Wet Land Rs. Ps.	Garden Land Rs. Ps.
1	2		3	4	5
CATEGORY-A					
1	Up-rooting	Per day VDA	100.00 45.58	100.00 45.58	100.00 45.58
		Total	145.58	145.58	145.58
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				
11	Sowing	Per day	100.00	100.00	100.00
12	Drill Sowing	VDA	45.58	45.58	45.58
13	Transplanting				

14	Lifting water from picotta and lifting water	Total	145.58	145.58	145.58				
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					Per day	100.00	100.00	100.00
24	To tie up Sugarcane to avoid swaying					VDA	45.58	45.58	45.58
25	Transportation of Manure					Total	145.58	145.58	145.58
26	Feeding Manure								
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				
	CATEGORY: B								
1.	Watching over the Birds	Per day	100.00	100.00	100.00				
2	Driving out Birds from eating the crops		VDA	45.58	45.58	45.58			
			Total	145.58	145.58	145.58			

3	Grazing cows and washing the cattle					
4	Grazing cattle, sheep and goats					
5	Poultry and piggary farm works					
1	CATEGORY: C					
	Jaggery making					
2	Curing Tabacco	Per day VDA Total	100.00	100.00	100.00	
3	Immanulation in hybrids seeds production		45.58	45.58	45.58	
4	Pruning work in grape farms		145.58	145.58	145.58	
5	Baking arecanut					
6	Other works in areca-nut and coconut farms					
7	Other works in plant nursery fruit and flowers cultivation					
8	Harvesting betel leaf and pepper					
9	Trimming and spraying work in areca nut and coconut farms					
10	Plucking coconut and arecanut					
11	Harvesting coconut and arecanut					
12	De-husking coconut and arecanut					
13	Other works (Horticulture)		Per day VDA Total	100.00 45.58 145.58	100.00 45.58 145.58	100.00 45.58 145.58

VDA: All Category of Employees: 3 Paise per point per day over and above 2967 points.

02. AERATED WATER MANUFACTURING INDUSTRY

Notification No. KAE 10 LMW 2010, Bangalore 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: 4284 - 3944 = 340 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of Wages per Month	
			Zone-I	Zone-II
1	2		3	4
1	Manager			
2	Supervisor	Basic	4331.00	4261.00
		VDA	408.00	408.00
		Total	4739.00	4669.00
3	Salesman			
4	Clerk	Basic	3983.00	3949.00
5	Driver	VDA	408.00	408.00
6	Soda Manufacturer	Total	4391.00	4357.00
7	Assistant			
8	Helper	Basic	3725.00	3714.00
9	Mazdoor	VDA	408.00	408.00
10	Bottle Cleaner	Total	4133.00	4122.00
11	Bottle Distributor			

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

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

V.D.A: All categories of Employees: 4 paise per point per day over and above 3944 points

03. AGARBATHI INDUSTRY

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

Published in Gazette dated 2-4-2009

Minimum Wages with effect from 2-4-2009

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

Cost of Living Index: 4284-3196 = 1088 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012.

SCHEDULE

Sl. No.	Class of Employment	Minimum rates of Wages payable per 1000 bathis Rs. Ps.	VDA Rates
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>
I	<u>BATHI ROLLERS:</u>		
a)	Grinded patti 8''-9'' medium thin/thick	13.60	VDA Rs. 43.93/- Per day
b)	Grinded patti 9''-10'' thin/thick	15.10	
c)	Grinded patti 10''-11'' medium thick/ thin	17.00	
d)	Durbar bathi heating process 8'' – 10''inclusive medium thin (without water)	15.50	
e)	Durbar bathi heating process any size between 10 ½ ''=13''inclusive medium thin (without water)	19.20	
f)	Durbar bathi heating process any size	22.00	
	<u>PRICE RATE PER 1000 BOXES:</u>		
II	<u>PACKERS:</u>		
a)	10 grams boxes without cellophane one dozen packets with wrapper and also tin tube with cellophane in dozens	105.40	VDA Rs. 43.93/- Per day
b)	10 grams boxes with individual cellophane packing in dozen packets in wrapper	118.36	

c)	20 grams, 25 gms and 30 gms, boxes in dozens without cellophane but with wrapper	111-10		
d)	20, 25 & 30 grams boxes with individual cellophane, packing and one dozen packets in wrapper	119-10		
e)	60 grams boxes with individual cellophane packing	108-50		
f)	10 grams bundles javaji with lable and cellophane	119-00		
g)	10 grams bundles javaji without lable	105-40		
h)	Tin tubes inside bathies with cellophane packing and with cellophane on tin tubes (bed room type)	117-40		
III CASE PACKERS: (Piece work rate) (Rate per thousand)				
a)	½ Kg bundles any size full packing 2 ½ seers or 5 seers in paper wrapper.	65-30		VDA Rs. 43.93/- Per day
b)	-do- half packing	71-00		
c)	1 Kg bundles any size full packing 5 seer in paper wrapper	64-70		
d)	1 Kg loose bundles any size with center thread and 5 seers in paper wrapper	61-20		
e)	30 grams bundles without coating cellophane packing in 8 to 12 bundles in a wrapper	79-30		
f)	30 grams bundles with coating cellophane packing in 8 to 12 bundles in a wrapper	82-60		
g)	60 grams bundles without coating cellophane packing in 4 to 12 bundles in a wrapper	71-00		
h)	60 grams bundles with coating cellophane packing in 4 to 12 bundles in a wrapper	77-10		

IV	Grinders mixers, coaters, loaders and all employees who are doing the work of the nature and responsibilities done by person falling under this category by whatever name and designation they are called	Daily Wages of not less than Rs. 111-80/-		VDA Rs. 43.93/- Per day
		Per month		
		Basic	VDA	Total
V	Clerk	3419.00	1142.40	4561.40
VI	Clerk-cum-Typist	3500.00	1142.40	4642.40
VII	Accountant	3363.00	1142.40	4505.40
VIII	Supervisor	3419.00	1142.40	4561.40
IX	Sweeper / Scavenger	2829.00	1142.40	3971.40
X	Watchman			
XI	Driver	3419.00	1142.40	4561.40

VDA: All categories of employees: 3.5 paise per point per day over and above 3196 points

04. ARECANUT (SUPARI)

Notification No. KAE 49 LMW 2000 dated 20-01-05

Published in Gazette dated 10-02-2005

Minimum Wages with effect from 20-01-2005

Cost of Living Allowance to be paid over and above 2601 points

Cost of Living Index: 4284-2601=1683 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012.

SCHEDULE

Sl. No.	Class of Employment	Minimum rates of wages payable for different zones		
		Basic	VDA	Total
1	2	4	5	6
1	Manager	2520.10	1514.70	4034.80
2	Accountant	2428.10	1514.70	3942.80
3	Clerk	2353.10	1514.70	3867.80
4	Driver	2367.10	1514.70	3881.80
5	Attender	2198.10	1514.70	3712.80
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			

VDA: All Categories of employees: 3 paise per point per day over and above 2601 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: 4284-2703=1581 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month				
			Zone-I	Zone-II			
1	2		3	4			
I. Highly Skilled-A:							
1	Foreman	Basic	2846.10	2781.10			
2	Supervisor	VDA	1660.05	1660.05			
		Total	4506.15	4441.15			
Highly Skilled-B:							
1.	Assistant Foreman	Basic	2781.00	2714.90			
		VDA	1660.05	1660.05			
		Total	4441.05	4374.95			
II. Skilled:							
1	Turner	Basic	2714.90	2648.70			
2	Fitter						
3	Mechanic						
4	Welder						
5	Electrician						
6	Carpenter						
7	Painter						
8	Blacksmith						
9	Time Keeper						
10	Senior Clerk				VDA	1660.05	1660.05
11	Store Keeper				Total	4374.95	4308.75
12	Tin-Smith						
13	Upholstery Man						
14	Machinist						
15	Vulcanizer						
16	Cashier						
17	Head Watchman						
18	Accountant						

III. Semi Skilled :				
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			
12	Telephone Assistant			
13	Cashier			
14	Senior Typist			
15	Salesman			
16	Assistant Mechanic			
17	Store Clerk			
18	Learner or Apprentice			
19	Assistant Tinker			
20	Tyre Fitter			
		Basic	2615.10	2550.00
		VDA	1660.05	1660.05
		Total	4275.15	4210.05
IV. Unskilled:				
1	Cleaner			
2	Helper			
3	Attender			
4	Sweeper			
5	Watchman			
6	Peon			
		Basic	2268.60	2229.80
		VDA	1660.05	1660.05
		Total	3928.65	3889.85

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: All categories of employees: 3.5 paise per day per point over and above 2703 points.

06. B A K E R I E S

Notification No. KAE 46 LMW 2001 dated 07-06-03

Published in Gazette dated 10-11-03

Minimum Wages with effect from

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

Cost of Living Index: 4284-2491= 1793 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month		
			Zone-I	Zone-II	Zone-III
1	2		3	4	5
1	Dough Maker	Basic	2309.80	2257.80	2204.80
		VDA	1613.70	1613.70	1613.70
		Total	3923.50	3871.50	3818.50
2	Assistant Dough Maker	Basic	2207.80	2064.80	2038.80
3	Baker	VDA	1613.70	1613.70	1613.70
4	Bench man	Total	3821.50	3678.50	3652.50
5	Manager	Basic	2362.80	2309.80	2257.80
		VDA	1613.70	1613.70	1613.70
		Total	3976.50	3923.50	3871.50
6	Clerk	Basic	2234.80	2038.80	1990.80
		VDA	1613.70	1613.70	1613.70
		Total	3848.50	3652.50	3604.50
7	Helper	Basic V D A Total	1996.80 1613.70 3610.50	1990.80 1613.70 3604.50	1990.80 1613.70 3604.50
8	Office Boy				
9	Watchman				
10	Any other category of employees which is not included above				
11	Any other unskilled categories not included above.				

Zone – I : Bangalore City Agglomeration Area

Zone – II: District Head quarters Agglomeration Areas

Zone –III: Places other than those mentioned in Zone-I and Zone-II

V.D.A: All categories of Employees: 3 paise per day per point over and above 2491 points

7(a). BEEDI MAKING TOBACCO INDUSTRY

Notification No. KAE 165 LMW 2006 Dated :06-10-2006

Published in gazette dated 06-10-2006

Minimum Wages with effect from 06-10-2006

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

Cost of living index: 4284- 2822=1462 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

SL No.	Class of Employment	Minimum Rates of wages		
		Basic	VDA	Total
1	2	3	4	5
1	BEEDIES : Beedi Rollers (including home workers) (Per 1000 beedis)(per day)	60-00	14.62 (per day)	74.62
Per thousand beedis rolled per day				
2	Beedi labeling rollers (including home workers) (Per 1000 beedis)(per day)	Rs 101.55+ VD Rs.14.62= 116.17		
3	Tarayiwalla	2198.75	438.6 Per month	2637.35 Per month
4	Battiwalla			
5	Tobacco Mixer			
6	Distributors of Tobacco Leaves Truck, Van & Car Driver	2490.80	438.6 Per month	2929.40 Per month
7	Clerks Grade-II (Under graduates)			
8				
9	Clerks Grade-I (Graduates)	2629.80	438.6 Per month	3068.40 Per month
10	Loaders & Unloaders	82.15	16.86 Per day	99.01 Per day

VDA: All categories of employees – 1paise per point per day over and above 2822 points.

7(b) TOBACCO INDUSTRY- TOBACCO PROCESSING

Notification No. KAE 67 LMW 2005 Dated :19-07-2008

Published in gazette dated 12-08-2008

Minimum Wages with effect from 12-08-2008

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

Cost of living index: 4284- 2967=1317 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl.No	Class of Employment	Minimum rates of wages Per month	
1	2	3	
I Tobacco Processing(Virginia Cigarette)			
1	Gauge man	Basic	2910.00
		VDA	1382.85
Total			4292.85
2	Fuel man	Basic	2869.00
3	Graders	VDA	1382.85
Total			4251.85
4	Packers	Basic	2650.00
5	General Workers	VDA	1382.85
Total			4032.85
6	Leaf Sweaker	Per Roll 0.86 VDA Rs. 1382.85 Per month	
II Tobacco Processing (Beedi)			
1	Processing of Tobacco	Basic (per day) VDA	100.00 53.18
Total			153.18
2	Tobacco Processing (Beedi) Machinery Operators	Basic (Per month) VDA	2869.00 1382.85
Total			4251.85
3	Helpers	Basic (Per Day) VDA	100.00 53.18
Total			153.18
III Office Staff			
1	Typist	Basic	2838.00
2	Clerk (Non-Graduate)	VDA	1382.85
Total			4220.85
3	Clerk (Graduate)	Basic VDA	3004.00 1382.85
Total			4386.85
4	Watchman	Basic VDA	2680.00 1382.85
Total			4062.85

5	Driver	Basic VDA	2864.00 1382.85
		Total	4246.85
6	Other Workers	Basic (Per Day) VDA	100.00 53.18
		Total	153.18

VDA : All category of employees : 3.5 paise per point per day over and above 2967 points.

08. BISCUIT MANUFACTURING INDUSTRY

Notification No. KAE 88 LMW 2008 dated 25-03-11

Published in Gazette dated 28-03-11

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

Cost of Living Index: 4284-3944=340 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012.

Minimum Wages w.e.f. 01-04-2010.

SCHEDULE

Sl. No.	Class of Employment		Minimum Rates of Wages per month	
			Zone-I	Zone-II
<i>1</i>	<i>2</i>		<i>3</i>	<i>4</i>
I	Skilled:	Basic	3743.10	3711.14
1	Fitter	VDA	408.00	408.00
2	Electrician	Total	4151-10	4119.14
II	Semi Skilled:			
1	Workers engaged in the Manufacture of Biscuits Packer	Basic	3596.67	3582.14
2		VDA	408.00	408.00
		Total	4004.67	3990.14
III	Un-Skilled:			
1	Helper			
2	Watchman			
3	Office Boy			
IV	Office Staff:	Basic	4066.03	4028.65
1	Supervisor	VDA	408.00	408.00
2	Accountant	Total	4474.03	4436.65
3	Clerk	Basic	3901.86	3767.36
		VDA	408.00	408.00
		Total	4309.86	4175.36
4	Cashier	Basic	3931.63	3909.58
		VDA	408.00	408.00
		Total	4339.63	4317.58
5	Clerk-cum-Stenographer	Basic	4066.03	4027.95
		VDA	408.00	408.00
		Total	43474.03	4435.95
6	Watchman	Basic	3598-67	3582-14
7	Office Boy	VDA	408.00	408.00
		Total	4006-67	3990-14

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

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

V.D.A: All categories of Employees: 4 paise per point per day over and above 3944 points

**09. BRASS, COPPER AND ALUMINIUM UTENSILS
MANUFACTURING INDUSTRY**

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

Published in Gazette dated 03-05-07

Minimum Wages with effect from 03-05-2007

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

Cost of Living Index :4284-2822 =1462 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of Wages per month	
			Zone-I	Zone-II
1	2		3	4
I. Highly Skilled:				
1	Manager	Basic	2816.00	2753.00
2	Foreman	VDA	1315.80	1315.80
3	Technical Supervisor	Total	4131.80	4068.80
II. Skilled:				
1	Maistry			
2	Machinist			
3	Turner / Turner Die-Polisher			
4	Operator			
5	Welder			
6	Fitter			
7	Melter			
8	Moulder			
9	Spinner cum Pattern Maker			
10	Electro Plater			
11	Spinner			
12	Vessel Maker			
13	Rolling Machine Operator Hot Print			
14	Chemical Coater			
15	Spray Painter	Basic	2793.00	2730.00
16	Press Man / Press Operator	VDA	1315.80	1315.80
17	Chalk Polisher / Buff Polisher	Total	4108.80	4045.80
18	Billet Heating furnace man			
19	Unlink of furnace man rolling handicraftsman			
20	Hot rolling machine operator back			
21	Cold rolling machine operator front			

22	Polisher			
23	Grinder			
24	Worker fixing handle to kolaga vessels and other skilled labourers			
III. Semi Skilled:				
1	Fixing vessels handles	Basic VDA Total	2635.00 1315.80 3950.80	2562.00 1315.80 3877.80
2	Tinker			
3	Assistant Pressman			
4	Cold rolling machine operator back			
5	Cold rolling pressure man			
6	Rolling Cutting			
7	Circle cutter			
8	Sharing machine operator			
9	Hand cutter			
10	Bidding machine operator			
11	Asiyiling furnace man utensils			
12	Assembling Recitions fitting & similar hand			
13	Drilling			
14	Kalaiwala			
15	Wireman			
16	Other Semi-Skilled Labourers			
IV. Un-Skilled:				
1	Helper	Basic VDA Total	2401.00 1315.80 3716.80	2392.00 1315.80 3707.80
2	Watchman			
3	Mazdoor			
4	Packer			
5	Washer man			
6	Scarper			
7	Sweeper			
8	Picking / Cleaning / Dulai Mazdoor			
9	Cleaners			
10	Peon & other un-skilled labourers not shown			
V. Office Staff:				
1	Accountant	Basic VDA Total	2667.00 1315.80 3982.80	2635.00 1315.80 3950.80
2	Clerk	Basic VDA Total	2501.00 1315.80 3816.80	2448.00 1315.80 3763.80
3	Typist			
4	Store Clerk			
5	Office Boy	Basic	2401.00	2392.00

		VDA	1315.80	1315.80
		Total	3716.80	3707.80

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

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

V.D.A.: All Categories of employees: 3 paise per point per day over and above 2822 points.

10. BRICKS INDUSTRY

Notification No. KAE 68 LMW 01 dated 25-05-05

Published in Gazette dated 14-06-05

Minimum Wages with effect from 14-06-05

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

Cost of Living Index: 4284-2703=1581 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment	Minimum Wages	
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>
A	FACTORY WORKERS:	Per day	VDA Rs.63.84 per day
1	Brick Slicers	97.10	
2	Brick Burners	99.10	
3	Clay mixers		
4	Fire wood slitters	95.10	
5	Kiln repairer		
B	TABLE MOULD BRICKS:	Per Lorry Loading	
1	Clay transporter, loaders, unloaders (in a group of 4 general assistants)	114.10	VDA Rs. 63.84 per day
2	Clay Kneaders	94.10	
3	Bricks Moulding (with 5 assistants)	140.10 1,000 Bricks	
4	Kiln setters (1,000 bricks)	103.10	
5	Engaged in putting coal or fire wood	293-10 (per Kiln)	
6	Loading / unloading of bricks to lorry (per 1,000 Bricks)	87.10	
7	Sorting separating Burnt Bricks	95.10	
C	HAND MOULDING BRICKS:		
1	Bricks slicers (with 10 assistants per 1,000 bricks)	116.10	VDA Rs. 63.84 per day
2	Kiln Settlers (settling for 1000 bricks)	98.10	
3	Putting coal and fire wood (per kiln)	440.10	
4	Arani Makers per line	33.10	
5	Loaders / unloaders of Burnt Bricks (per 1000 bricks)	82.10	
6	Sorting Burnt Bricks (per day)	95.10	

D	OFFICE STAFF:	Per Month	
1	Clerk / Typist	Basic	2628.70
		VDA	1660.05
		Total	4288.75
2	Cashier	Basic	2661.70
		VDA	1660.05
		Total	4321.75
3	Store Keeper	Basic	2510.70
		VDA	1660.05
		Total	4170.75
4	Sweeper	Basic	2382.70
5	Watchman	VDA	1660.05
6	Attender / Office Boy / Office Peon	Total	4042.75
7	Foreman	Basic	2953.70
		VDA	1660.05
		Total	4613.75
8	Supervisor	Basic	2873.70
		VDA	1660.05
		Total	4533.75
9	Driver	Basic	2558.70
		VDA	1303.05
		Total	4218.75
10	Cleaner	Basic	2264.70
		VDA	1660.05
		Total	3924.75

V.D.A.: For all categories: 3.5 paise per point per day over and above 2703 points.

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



Notification No. KAE 50 LMW 04 dated 25-05-05

Published in Gazette dated 14-06-05

Minimum Wages with effect from 14-06-05

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

Cost of Living Index: 4284-2703=1581 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment		Minimum Rates of Wages per day		
			Zone-I	Zone-II	Zone-III
<i>1</i>	<i>2</i>		<i>3</i>	<i>4</i>	<i>5</i>
CARPENTRY INDUSTRY					
Unskilled & Helpers:					
1	Learner / Apprentice	Basic	98.10	95.10	93.60
		VDA	54.72	54.72	54.72
2	Manual Worker	Total	152.82	149.82	148.32
Semi-skilled:					
1	Assistant Carpenter	Basic VDA Total	98.10	95.10	93.60
2	Packer		54.72	54.72	54.72
3	Assistant Polisher		152.82	149.82	148.32
4	Packing with wooden crates				
Skilled:					
1	Carpenter (including furniture making & wood workers in building)	Basic	100.10	99.10	98.10
		VDA	54.72	54.72	54.72
2	Polish man	Total	154.82	153.82	152.82
3	Upholstry worker Gr-II				
Highly Skilled:					
1	Pattern Maker	Basic	101.10	100.10	99.10
		VDA	54.72	54.72	54.72
3	Upholstry Maker	Total	155.82	154.82	153.82
General Category:					
1	(Excluding labourers) Clerical Staff	Basic	98.10	95.10	93.60
		VDA	54.72	54.72	54.72
		Total	152.82	149.82	148.32
2	Peon	Basic	94.60	93.60	99.60
3	Sweeper	VDA	54.72	54.72	54.72
4	Hamali	Total	149.32	148.32	147.32

SAW MILLS: (All Zones)			
1	Unskilled: Hamali	Basic	93.60
2	Helper	VDA	54.72
		Total	148.32
1	Semi-Skilled: Helper to Machine Bench Operator	Basic	96.60
2	Hand Sawyer and Logger	VDA	54.72
3	Trolleyman	Total	151.32
1	Skilled: Machine Bench Operator /Maistry	Basic	100.10
2	Saw Sharpners	VDA	54.72
3	Circular operator	Total	154.82
1	General Category: Clerical Staff	Basic	97.10
2	Watchman	VDA	54.72
		Total	151.82
		Basic	94.60
		VDA	54.72
		Total	149.32

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

Zone-II: District Head Quarter agglomeration Areas.

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

V.D.A : All categories of employees: 3 paise per point per day over and above 2703 points.

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

Notification No. KAE 15 LMW 2010, Bangalore dated 25-1-2011

Published in Gazette dated 3-3-2011

Minimum Wages with effect from 1-4-2010

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

Cost of Living Index: 4284 – 3944 = 340 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month
<i>1</i>	<i>2</i>		<i>3</i>
1	Foreman	Basic VDA Total	4682-20 408-00 5090-20
2	Manager	Basic	4615-20
3	Supervisor	VDA Total	408-00 5023-20
4	Chemist	Basic VDA Total	4451-20 408-00 4859-20
5	Driver	Basic VDA Total	4239-20 408-00 4647-20
6	Frame Carrier		
7	Helper	Basic	4042-20
8	Watchman	VDA	408-00
9	Applying Chemical to Sticks	Total	4450-20
10	Peon		
11	Accountant	Basic VDA Total	4384-20 408-00 4792-20
12	Clerk/Typist	Basic	4146-20
13	Dipper	VDA Total	408-00 4554-20

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	VDA	15.69	408-00
	Frame Filling	Total	170.89	4439-20
4	Match Box Labelling			
5	Frame Filling			

V.D.A: All Categories of employees: 4 paise per point per day over and above 3944 Points.

11. (c) WOOD WORK INCLUDING PLYWOOD INDUSTRY

Notification No. KAE 17 LMW 99 dated 02-07-05

Published in Gazette dated 29-07-05

Minimum Wages with effect from 29-07-05

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

Cost of Living Index: 4284-2703=1581 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages	
			Per day	Per month
<i>1</i>	<i>2</i>		<i>3</i>	<i>4</i>
	<u>Un Skilled:</u>			
1	Mazdoors	Basic	87.00	2267.20
2	Logs lifters	VDA	54.73	1422.90
3	Log Stockers	Total	141.73	3690.10
4	Waste Removers			
	<u>Semi Skilled:</u>			
1	Table off bearers in peeling Machines			
2	Veneer Treating operator			
3	Clippers			
4	Slicer Operators			
5	Joint Operators			
6	Off bearers in the Driver Machine			
7	Sorters	Basic	89.00	2324.00
8	Glue Mixers	VDA	54.73	1422.90
9	Press Operators	Total	143.73	3746.90
10	Sanding Operators			
11	Trimmers			
12	Plate Boilers			
13	Plate Loaders			
14	Plate Un-Loaders			
15	Polishers			
16	Sanders			
17	Fireman			
	<u>Skilled:</u>			
1	Cross Cutting Veneers	Basic	91.60	2382.00
2	Assemblers	VDA	54.73	1422.90
3	Carpenters Grade-II	Total	146.33	3804.90

	<u>Highly Skilled:</u>			
1	Workshop Mechanics			
2	Operators			
3	Turners and Moulders	Basic	92.20	2396.00
4	Peeling Leather Operators	VDA	54.73	1422.90
5	Blacksmiths	Total	146.93	3818.90
6	Boiler Charge man			
7	Senior Operators			
8	Electricians			
9	Carpenters Grade-I			
	<u>Office Staff:</u>			
1	Accountant (Grade-I)	Basic	92.20	2396.00
2	Clerks (Graduates)	VDA	54.73	1422.90
		Total	146.93	3818.90
3	Clerks (Matriculates)	Basic	89.00	2324.00
4	Typists	VDA	54.73	1422.90
		Total	143.73	3746.90
	<u>General Categories:</u>			
1	Watchman	Basic	87.00	2267.20
2	Peons	VDA	54.73	1422.90
3	Sweepers	Total	141.73	3690.10

V.D.A: All categories of employees: 3 paise per point per day over and above 2703 points.

11. (d) WOOD WORK INCLUDING TIMBER DEPOT

Notification No. KAE 18 LMW 2010, Bangalore 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: 4284-3944=340 points

Minimum Wages and VDA from 01-04-11 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month	
			Zone-I	Zone-II
			3	4
	1. HIGHLY SKILLED			
1	Foreman	Basic	4385.20	4316.20
		VDA	408.00	408.00
		Total	4793.20	4724.20
2	Supervisor	Basic	4301.20	4235.20
		VDA	408.00	408.00
		Total	4709.20	4643.20
II	<u>SKILLED</u>			
1	Maistry			
2	Sawman			
3	Electrician			
4	Lathe operator			
5	Boiler operator			
6	Mechanic			
7	Carpenter			
8	Blacksmith			
9	Turner			
10	Welder			
11	Moulder	Basic	4217.20	4153.20
12	Cutter	VDA	408.00	408.00
13	Fitter	Total	4625.20	4561.20
14	Plant operator			
15	Operator-Band saw and Re-saw operator			
16	Polisher			
17	Saw Sharper			
18	Packing cases saw Operator			
19	Crane operator/Cross cutting machine operator			

20	Other skilled workers			
21	Driver/Engine driver	Basic	3971.20	3901.20
		VDA	408.00	408.00
		Total	4379.20	4309.20
III	<u>SEMI SKILLED</u>			
1	Pack-Sawer	Basic VDA Total	4044.20 408.00 4452.20	3975.20 408.00 4383.20
2	Making wood nice machine operator			
3	Crop Cutter			
4	Packer (Packing of wooden Box)			
5	Making of packing box			
6	Saw operator helper			
7	Log helper			
8	Other semi-skilled workers			
IV	<u>UNSKILLED</u>			
	<u>D</u>			
1	Assistant / Helper	Basic VDA Total	3786.20 408.00 4194.20	3775.20 408.00 4183.20
2	Cartman/saw dust remover			
3	Mazdoor			
4	Timber Carrier			
5	General Helper			
6	Bundling, packing, Loading and unloading workers			
7	Head load workers			
8	Band saw, resaw and sarkal saw helper/watchman and other unskilled workers			
V	<u>OFFICE STAFF</u>			
1	Manager	Basic	4301.20	4232.20
		VDA	408.00	408.00
		Total	4709.20	4640.20
2	Accountant	Basic	4077.20	4020.20
3	Cashier	VDA	408.00	408.00
4	Stenographer	Total	4485.20	4428.20
5	Clerk	Basic	4044.20	3976.20
6	Typist	VDA	408.00	408.00
7	Salesman	Total	4452.20	4304.20
8	Office Boy	Basic	3786.20	3775.20
		VDA	408.00	408.00
		Total	4194.20	4183.20

Zone I: BBMP and 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

VDA: All categories of employees: 4 paise per point per day 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: 4284-2703=1581 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment	Minimum rates of wages per month (in rupees and paise):		
		Basic	VDA	Total
1	2	3	4	5
I. YARD SECTION:				
1	Timber sawing and cutting into different sizes	2598.20	1660.05	4258.25
2	Transportation of Timber	2282.10	1660.05	3942.15
II. PEELING SECTION:				
1	Peeling machine operator	2806.10	1660.05	4466.15
2	Peeling machine assistant operator	2400.80	1660.05	4060.85
3	Peeling machine assistant	2282.10	1660.05	3942.15
4	Peeling machine helper			
5	Peeling machine operator			
6	Peeling machine helper			
7	Carrier			
III. DRAWING SECTION:				
1	Drawer operator	2598.20	1660.05	4258.25
2	Drawer feeding man	2282.10	1660.05	3942.15
IV. CLYPING SECTION:				
1	Decorating clyping operator	2598.20	1660.05	4258.25
2	Assistant clyping operator	2407.10	1660.05	4067.15
3	Helper	2407.10	1660.05	4067.15
V. SORTING SECTION:				
1	Sorter	2598.20	1660.05	4258.25
VI. GUELATING CUTTER:				
1	Guelating cutter	2598.20	1660.05	4258.25
2	Slicing man	2407.10	1660.05	4067.15
3	Helper	2282.10	1660.05	3942.15

VII. BOILER SECTION:				
1	Senior boiler attendant	2806.10	1660.05	4466.15
2	Boiler attendant	2598.20	1660.05	4258.25
3	Boiler fireman	2282.10	1660.05	3942.15
VIII. PLEACHING SECTION:				
1	Bend saw operator	2806.10	1660.05	4466.15
2	Swagging man			
3	Assistants	2598.20	1660.05	4258.25
4	Boiling water attender			
5	Electric hoist operator	2282.10	1660.05	3942.15
6	Helper			
IX. SLICER SECTION:				
1	Slicer operator	2806.10	1660.05	4466.15
2	Assistant slicer operator			
3	Helper	2598.20	1660.05	4258.25
4	Blade Sharpner			
X. MACHINE SHOP:				
1	Turner			
2	Welder			
3	Gas Cutting	2598.20	1660.05	4258.25
4	Fitter			
5	Carpenter	2407.10	1660.05	4067.15
6	Water Pump Operator			
7	Helper	2281.07	1660.05	3941.12
XI. OFFICE STAFF:				
1	Forest Supervisor			
2	Senior clerk/clerk (graduate), time keeper, cashier	3153.60	1660.05	4813.65
3	Junior Forest Supervisor			
4	Typist			
5	Junior Clerk (non-graduate)			
6	Guest house cook	2598.20	1660.05	4258.25
7	Vehicle driver			
8	Office boy			
9	Watchman			
10	Cleaner (vehicle)	2598.20	1660.05	4258.25
11	Sweeper			

N.B. VDA: For all categories of employees: 3.5 paise per point per day over and above 2703

12. CARDAMOM MALAIS AND CARDAMOM GARDENS

Notification No. KAE 52 LMW 2004 dated 25-05-05

Published in Gazette dated 14-06-05

Minimum Wages with effect from 14-06-05

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

Cost of Living Index: 4284-2703=1581 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment	Minimum Rates of Wages payable			
		Per day		Per Month	
<i>1</i>	<i>2</i>	<i>3</i>		<i>4</i>	
I.	Skilled Mazdoor:				
1.	Adult	Basic	90.20		-
		VDA	54.72		
		Total	144.92		
2	Adolescent	Basic	72.90		-
		VDA	54.72		
		Total	127.62		
3	Supervisor / Maistry			Basic	2843.80
				VDA	1422.90
				Total	4266.70

V.D.A: All categories of employees: 3 paise per point per day over and above 2703 points.

13. CASHEW INDUSTRY

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

Published in Gazette dated 6-9-2003

Minimum Wages with effect from 29-8-2003

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

Cost of Living Index: 4284-2491=1793 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment	Minimum Rates of Wages per day		
<i>1</i>	<i>2</i>	<i>3</i>		
I. PIECE RATES (Rs.)				
1	Sheller: hand	Rs. 8.50 per kg of shelled whole kernels delivered at the weighing machine		+ VDA @ Rs. 62.06/- per day
2	Sheller: Machine	Rs. 8.20 per kg of shelled whole kernels delivered at the weighing machine		
3	Peelers	Rs. 8.50 per kg of shelled whole kernels delivered at the weighing machine.		
4	Peeling Pieces	Rs. 4.25 per kg of peeled pieces delivered at the weighing machine		
(Per day)				
II	TIME RATES FOR ADULTS	Wage	VDA	Total
1	Graders	75.90	62.06	137.96
2	Roasters	90.70	62.06	152.76
3	Packers			
4	Stencillers			
5	Tinkers	94.70	62.06	156.76
6	Bag carries / Roasters/ Drivers/ Yard Workers (Heavy duty)	90.70	62.06	152.76
7	Watchman / Peon/ Office Boys/ Attenders	88.70	62.06	150.76
8	Tin can manufacturers and soldering workers	92.90	62.06	154.96

III	Mukkadams	92.20	62.06	154.26
IV	Canteen Workers			
1	Cook & coffee / tea maker	90.70	62.06	152.76
2	Cleaners	88.70	62.06	150.76
3	Servers & Suppliers	88.20	62.06	150.26
4	Helper	75.90	62.06	137.96
5	Crow Boys (Whole time)			
6	Yard women (light duty) And Creche Ayahs			
7	Fitters & Mechanics	91.90	62.06	153.96
8	Scavengers	77.20	62.06	139.26
V				
1	Expeller Workers	90.70	62.06	152.76
2	Assistant Operator			
3	Fireman			
4	Lever Operator			
5	Roaster nut carriers			
6	Assistant Tinkers			
7	Markers & Stencillers			
8	Vita Packers			
9	Lorry Cleaners			
VI	Staff:	Per Month		
1	Clerk	2472.00	1613.70	4085.70 Per Month
2	Typist			
3	Supervisor			
4	Cashier / Lorry Driver/ Car Driver			

V D A : All Categories of employees: 3 paise per point per day over and above 2491 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: 4284-2703=1581 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment	Minimum rates of wages payable per day	
1	2	3	
Skilled:			
1	Senior Maistry	Per Day VDA Total	110.30 63.84 174.14
2	Artisan		
3	Mason		
4	Carpenter		
5	Mechanic		
6	Trained Turner		
7	Finisher		
8	Moulders		
9	Modeller		
10	Potter		
11	Lathe man		
12	Fitter		
13	Trader		
14	Tin Maker		
15	Welder		
16	Wire Man		
17	Electrician		
18	Furnace Operator		
Semi-Skilled:			
1	Glazer		
2	Pipe Operator		
3	Assistant Moulder		
4	Assistant Maistry		
5	Assistant Mason		
6	Junior Carpenter		
7	Blacksmith		
8	Painter		
9	Furnace helper		
10	Air compressor attendant		
11	Brick Maker		
12	Ball Mill attendant		
13	Planger attendant		
14	Gestener Operator		

15	Assistant Finisher	Per Day VDA Total	101.40 63.84 165.24
16	Cup, Saucer Plate maker		
17	Design stamper		
18	Liner / Decorator / Transfer picture Applicator		
19	Fitter press attendant		
20	Furnance bang loader / unloader		
21	Fireman		
22	Handle joiner		
23	Laboratory attendant		
24	Pub-Mill attendant		
25	Packer		
26	Sorter/ Selector		
27	Press Operator / Pressman/ Machine operator		
28	Kiln loader		
Un-skilled:			
1	Carrier	Per Day VDA Total	94.00 63.84 157.94
2	Helper		
3	Khalasi		
4	Lorry Loader		
5	Mazdoor		
6	Watchman		
7	Chowkidar		
8	Peon		
9	Office Boy		
10	Sweeper		
11	Helper (Assisting any skilled or semi-skilled worker)		
12	Any other unskilled category of worker not specified above		
Others:		Per month	
1	Clerk / Typist	Per Month VDA Total	2696.90 1660.05 4356.95
2	Cashier	Per Month VDA Total	2731.50 1660.05 4391.55
3	Driver	Per Month VDA Total	2623.40 1660.05 4283.45

V.D.A: All Categories of employees: 3.5 paise per point per day 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: 4284-2967 = 1317 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012.

SCHEDULE

Sl. No.	Class of Employment	Minimum rates of wages payable		
			Per day	Per Month
<i>1</i>	<i>2</i>		<i>3</i>	<i>4</i>
PART-I				
I	CHINCONA, TEA, COFFEE OR MIXED PLANTATION MAZDOORS			
I	Adult	Per day V D A Total	84.50 45.58 130.08	-
II	SUPERVISOR / MAISTRY	Per day V D A Total	-	2496.00 1185.30 3681.30
PART-II				
1	RUBBER PLANTATIONS:			
A	Mazdoor			
1	Adult	Per day	84.50	
2	Rubber Tappers	V D A Total	45.58 130.08	-
III	SUPERVISORS / MAISTERIES/MALIES	Per Month V D A Total	-	2496.00 1185.30 3681.30

V.D.A: The Cost of Living Allowance at 3 Paise per point per day 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: 4284-2967= 1317 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment	Minimum rates of wages payable		
			Per day	Per Month
1	2		3	4
PART-I				
1	CHINCONA, TEA, COFFEE OR MIXED PLANTATION			
1.	Electrical Wireman	Basic		2799.00
2.	Mechanic	V D A	-	1185.30
		Total		3984.30
3	Heavy vehicle driver	Basic		2764.00
4	Car & Tractor Driver	V D A	-	1185.30
		Total		3949.30
I.	SKILLED:	Basic		2696.00
1.	Carpenter	V D A	-	1185.30
2.	Blacksmith	Total		3881.30
	UNSKILLED:	Basic	96.00	2498.00
1	Tappalman	V D A	45.58	1185.30
2	Sweeper	Total	141.58	3683.30
3	Attender			
4	Helper			
PART-II				
1	RUBBER PLANTATIONS:	Basic		2799.00
	Electrical Wireman	V D A	-	1185.30
		Total		3984.30
2.	Mechanic			
3	Heavy vehicle driver	Basic		2764.00
4	Car & Tractor Driver	V D A	-	1185.30
		Total		3949.30
	SKILLED:	Basic		2696.00
1.	Carpenter	V D A	-	1185.30
2.	Blacksmith	Total		3881.30
	UNSKILLED:	Basic	96.00	2498.00
1	Tappalman	V D A	45.58	1185.30
2	Sweeper	Total	141.58	3683.30
3	Attender			
4	Helper			

V.D.A: All categories of employees: 3 Paise per point per day over and above 2967 points.

16. CHEMICAL INDUSTRY

Notification No. KAE 25 LMW 2001 dated 24-06-05

Published in Gazette dated 29-07-05

Minimum Wages with effect from 29-07-05

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

Cost of Living Index: 4824 - 2703=1581 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment		Minimum Rates of Wages per month	
			Zone-I	Zone-II
1	2	3	4	5
I	HIGHLY SKILLED-I:			
1	Works Manager	Basic	2820.60	2757.60
2	Production Manager	V D A	1422.90	1422.90
3	Foreman	Total	4243.50	4180.50
	HIGHLY SKILLED-2:			
1	Manager	Basic	2686.60	2623.60
2	Marketing Manager	V D A	1422.90	1422.90
3	Supervisor	Total	4109.50	4046.50
4	Analyst			
5	Senior Chemist			
II	SKILLED:			
1	Mechanic			
2	Machinist			
3	Operator			
4	Fitter			
5	Welder			
6	Turner			
7	Electrician			
8	Process Operators	Basic	2663.60	2600.60
9	Boiler Attendants /Operator	V D A	1422.90	1422.90
10	Process Chemist	Total	4086.50	4023.50
11	Technician			
12	Store Keeper			
13	Plant-in-Charge			
14	Plant Operator			
15	Production Assistant			
16	Boiler Fitter			
17	Powder Mixer and other skilled labourer			
18	Driver	Basic	2461.60	2402.60
		V D A	1422.90	1422.90
		Total	3884.50	3825.50
III.	SEMI-SKILLED:			
1	Lab Assistant			

2	Assistant Paint Mixer			
3	Assistant Fitter			
4	Assistant Welder			
5	Assistant Mechanic			
6	Assistant Instrument			
7	Assistant Processor			
8	Assistant Chemist			
9	Lab Assistant Chemist	Basic	2505.60	2442.60
10	Strip Packing Operator	V D A	1422.90	1422.90
11	Junior Technician	Total	3928.50	3865.50
12	Junior Supervisor			
13	Store Assistant			
14	Lab Chemist			
15	Process Chemist and other Semi-Skilled Labourers			
IV.	UN-SKILLED:			
1	Packer			
2	Bottle Filler			
3	Bottle Cleaner			
4	Weighing man			
5	Attender			
6	Assistant			
7	Mazdoor	Basic	2271.60	2262.60
8	Watchman	V D A	1422.90	1422.90
9	Cleaner	Total	3694.50	3685.50
10	Gardeners / Malis			
11	Scavenger/Sweeper			
12	Other Un-Skilled labourer of other kind			
IV	OFFICE STAFF:			
1	Accountant /Manager	Basic	2537.60	2505.60
2	Cashier	V D A	1422.90	1422.90
3	Stenographer	Total	3960.50	3928.50
4	Clerk	Basic	2371.60	2318.60
5	Typist	V D A	1422.90	1422.90
		Total	3794.50	3741.50
6	Office Boy/Peon	Basic	2271.60	2262.60
		V D A	1422.90	1422.90
		Total	3694.50	3685.50

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

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

VDA: All categories of employees: 3 paise per point per day over and above 2703 points.

17. CLUBS

Notification No. KAE 97 LMW 2008, Bangalore 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: 4284-3944 = 340 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment	Minimum rates of wages per month	
I	Highly Skilled:		
1	Manager	Basic VDA Total	4209.97 408.00 4617.97
2	Assistant Manager		
3	Supervisor		
4	Accountant	Basic	3964.27
5	Steward	VDA	408.00
6	Head cook	Total	4372.27
7	Swimming coach		
III. Skilled:			
1	Typist / Clerk		
2	Barman		
3	Telephone Operator	Basic	3862.42
4	Electrician	VDA	408.00
5	Assistant Cook	Total	4270.42
6	Bearer		
IV. Un-Skilled:			
1	Marker		
2	Watchman		
3	Sweeper / Cleaner	Basic	3848.77
4	Gardener	VDA	408.00
5	Picker	Total	4256.77
6	Scavenger		

V.D.A: All categories of employees: 4 paise per point per day over and above 3944 points

18. COFFEE CURING WORKS

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

Published in Gazette dated 09-05-2011

Minimum Wages with effect from 01-04-2010

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

Cost of Living Index: 4284-3944= 340 Points

Minimum Wages and VDA from 01-04-2011 to 31-03-2012.

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.	
Grade	Arabic a Parchment	Arabica Cherry	Robusta Parchment	Robusta Cheery	Stripping	
1	2	3	4	5	6	
GRADE						Bulk Triage VDA per day Rs. 15.69
A (Split seeds)	47.57	47.96	47.19	47.57	47.96	
PB (Seeds which are not split but in single seed) (Round in shape fine quality)	47.57	47.96	47.96	47.57	47.96	
B-A (Split seeds)	47.96	49.39	47.96	47.96	45.76	
C-Broken or cut seeds	48.67	49.77	48.40	48.67	45.76	
B (CA)	47.96	48.67	47.57	47.96	48.67	
T	49.06	50.16	48.67	49.06	45.37	
		Wages		VDA		Total
B. OTHER CATEGORIES						
1	General Yard Workers	151.73		15.69		167.42 per day
2	Garbing shed workers and creche workers	146.01		15.69		161.70 per day
<u>Canteen Workers</u>						
i)	Canteen Supervisor	165.30		15.69		180.99 per day
ii)	Canteen Cook	160.25		15.69		175.94 per day
iii)	Canteen Assistant					

Cook / Canteen Server and Supplier	155.73	15.69	171.42 per day
iv) Canteen cleaner	151.53	15.69	167.22 per day
C Machine Room Employees			
a) Foreman	4678.25	408.00	5086.25per month
b) Assistant Foreman	4284.45	408.00	4692.45 permonth
c) Engine Driver	4252.55	408.00	4660.55per month
d) Assistant Engine Driver or Mechanic	4220.65	408.00	4628.65 permonth
e) Fireman	4253.65	408.00	4661.65 permonth
f) Fitter	4187.65	408.00	4595.65 permonth
g) Assistant Fitter h) Any other category of machine room workers	3943.45	408.00	4351.45per month
D Yard Employees:			
a) Yard Superintendent	4534.15	408.00	4942.15per month
b) Maistry			
c) Carpenter			
d) Mason	4172.25	408.00	4580.25per month
E Garbling Shed Staff:			
a) Garbling Maistry	4172.25	408.00	4580.25per month
b) Mukadama / Moopathies / Sorters	4058.95	408.00	4466.95per month
F Office / Factory Staff:			
a) Cashier/Stenographer	4350.45	408.00	4758.45per month
b) Clerk / Typist	4157.95	408.00	4565.95 permonth
c) Watchman / Peon / Attender	4043.55	408.00	4451.55per month

VDA: All categories of employees: 4 paise per point per day over and above 3944 points.

19. CONFECTIONERY INDUSTRY

Notification No. KAE 73 LMW 2005 dated 19.07.2008

Published in Gazette dated 12.08.2008

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

Cost of Living Index: 4284-2967=1317 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment		Minimum Rates of Wages payable per month		
			Zone-I	Zone-II	Zone-III
<i>1</i>	<i>2</i>		<i>3</i>	<i>4</i>	<i>5</i>
1.	Confectioners	Basic	2836.00	2782.00	2583.00
		V D A	1185.30	1185.30	1185.30
		Total	4021.30	3967.30	3768.30
2	Assistant Confectioners	Basic	2731.00	2559.00	2532.00
3	Assistant (Helper)	V D A	1185.30	1185.30	1185.30
		Total	3916.30	3744.30	3717.30
4	Manager	Basic	2892.00	2836.00	2782.00
		V D A	1185.30	1185.30	1185.30
		Total	4077.30	4021.30	3967.30
5	Clerk	Basic	2758.00	2559.00	2532.00
		V D A	1185.30	1185.30	1185.30
		Total	3943.30	3744.30	3717.30
6	Office Boy	Basic	2488.00	2466.00	2446.00
7	Watchman				
8	Any other category of employee which is not included above				
		V D A	1185.30	1185.30	1185.30
		Total	3673.30	3651.30	3631.30

Zone-I : Bangalore City Agglomeration Area

Zone-II: District Head Quarters agglomeration Area

Zone-III: Places Other than mentioned in Zone-I and Zone-II

V.D.A : All category of employees: 3 paise per point per day over and above 2967 points.

20. COTTON GINNING & PRESSING MANUFACTURING

Notification No. KAE 55 LMW 2004 dated 24-05-05

Published in Gazette dated 06-06-05

Minimum Wages with effect from 06-06-05

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

Cost of Living Index: 4284-2703=1581 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012.

SCHEDULE

Sl. No.	Class of Employment	Minimum rates of wages payable		
		Per Day	Per Month	
1	2	3	4	
I	Skilled-A Carpenter 1 Blacksmith 2 Mechanic 3	Basic	102.60	2668.10
		VDA	63.84	1660.05
		Total	166.44	4328.15
II	Skilled-B: Boiler man 1 Volve man 2 Engine Driver 3 Fitter 4 Turner 5 Opener man 6	Basic	102.10	2655.10
		VDA	63.84	1660.05
		Total	165.94	4315.15
III	Semi-Skilled: Fireman 1 Roll cutter 2 Number marker 3 Finishing man 4	Basic	101.60	2642.10
		VDA	63.84	1660.05
		Total	165.44	4302.15
IV	Unskilled-A: Mukudam	Basic	95.60	2486.10
		VDA	63.84	1660.05
		Total	159.44	4146.15
V	Unskilled-B: 1 Gin man 2 Watchman/Peon 3 Office boy 4 Sweeper 5 Employees engaged in Picking, cleaning of kappas 6 Mazdoor /any other categories of unskilled employees not specified above	Basic	---	2463.10
		VDA		1660.05
		Total		4123.15

VI 1	Office Staff:	Basic	---	2659.10
	Clerk/Typist	VDA		1660.05
	Cashier and Store Keeper	Total		4319.15

V.D.A: All categories of employees: 3.5 paise per point per day over and above 2703 points

21. CONSTRUCTION OR MAINTENANCE OF ROADS OR BUILDING OPERATIONS

Notification No. KAE 95 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: 4284-3944= 340 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per day	
			Zone-I	Zone-II
1	2	3	4	5
	Skilled-A:			
1	Road Roller			
2	Driver/Blacksmith			
3	Stone cutting			
4	Mason or Brick Layer Class-I			
5	Carpenter Class-I			
6	Plumber			
7	Tin smith			
8	Foreman			
9	Narang			
10	Painter			
11	Fitter Class-I			
12	Mechanic Class-I			
13	Ambulance or Bus-Driver			
14	Pneumatic Driver			
15	Engine Driver			
16	Gas or Electric welder			
17	Gauge Repairer			
18	Laboratory Assistant			
19	Machine Operator			
20	Turner	Per day	145.20	142.20
21	Welder	VDA	15.69	15.69
22	Telephone Operator	Total	160.89	157.89
23	Crane Driver			
24	Stone Crusher			
25	Jack Hammer driver			
26	Blaster			
27	Stone Crusher			
28	Polisher			
29	Riveter			
30	Mason			
31	Floor polisher			
32	Pump Driver			
33	Stone Polisher			

34	Bar Bender			
35	Driver			
36	Stone Revetment Builder			
37	Electrician			
38	Maistry or Supervisor /			
39	Clerk Grade-I			
	Horticulture Supervisor			
40	Shovel and Scraper			
II	<u>Semi-Skilled</u>			
1	Cleaner			
2	Asphalt sprayer			
3	Driller			
4	Navgani or chavli			
5	White Washer			
6	Colour Washer			
7	Driver			
8	Sawyer			
9	Helper to Fitter			
10	Gardener			
11	Cook			
12	Dhobi			
13	Conductor			
14	Care-taker			
15	Hammer-man			
16	Lift Attender			
17	Check 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 & Bricker class -II			
26	Carpernter Class -II			
27	Fitter class-II			
28	Mechanic class-II	Per day	140.20	139.20
29	Wire man clerk Grade	VDA	15.69	15.69
30	Stone Voddar	Total	155.89	154.89
31	Diesel Compressor Operator			
32	Fireman in Bricks Plant			
33	Trained Mali with Certificate			
34	Bisti with water bag			
35	Horticulture Gardener			
36	Glaser			
37	Patkaries			
38	Tile Layer (Glazed Mosaic Tiles etc.)			
39	Mason			
40	Tracer (Certificate holder)			

	<u>Unskilled</u>			
41	Unskilled (Heavy)			
42	Unskilled (Light)	Per day	141.18	139.61
43	Literate Cooly	VDA	15.69	15.69
44	Watchman	Total	156.87	155.30
45	Sweeper or Scavenger			
46	Bellow			
47	Head Mazdoor			
48	Blue Printer			
50	Cartman with double Bullock-Cart	Per day	145.20	142.20
51	Cartman with single Bullock-Cart	VDA	15.69	15.69
52	Graduate Employee	Total	160.89	157.89
53	Engineering Diploma Employee	Per day	155.20	148.20
		VDA	15.69	15.69
		Total	170.89	163.89
54	Engineering Graduate Employee	Per day	160.20	154.20
		VDA	15.69	15.69
		Total	175.89	169.89

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

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

V.D.A: All categories of employees: 4 paise per point per day over and above 3944 points.

22. DOMESTIC WORKERS



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

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: 4284 – 3944 = 340 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012.

S C H E D U L E

Sl. No.	Class of Employment	Minimum rates of wages payable per day	
		3	4
1	Washing the clothes/ Washing the Utensils / House keeping & looking after the children	Basic V D A Total	139.20 15.69 154.89
2	Washing the clothes/ Washing the Utensils / House keeping / looking after cleaning the house and other work	Basic V D A Total	134.20 15.69 149.89

VDA: All categories of employees: 4 paise per point per day over and above 3944 points.

Instructions:

1. Employers are exempted from maintenance of registers and records & 'Inspectors' are prohibited from entry to any residential location; But, the Commissioner of Labour can direct any 'Inspector' to inspect any domestic premises under any of the Labour Enactments & Rules there under;
2. If the wages already paid are higher, the same should be continued;
3. Prohibited the employment of children below the age of '14' years;
4. A day's work can be construed as '8 hours work' and wages to be calculated accordingly; If appointed for lesser hours in a day, wages should be in proportion and be calculated either daily or monthly basis for that category of work;
5. Daily wages should be calculated by dividing the monthly rate by 26 and rounded off to the nearest 10 paise;
6. Double the ordinary wages should be paid for overtime work.
7. Paise to be rounded off to nearest 50 paise or to a rupee.

23. (a) ELECTRONICS & ELECTROPLATING : ELECTRONICS

Notification No. KAE 14 LMW 2010, Bangalore, 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 point

Cost of Living Index: 4284-3944 = 340 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages payable	
			Zone-I	Zone-II
1	2	3	4	5
I	<u>Highly Skilled</u>			
	1 Production Manager	Basic	4674.20	4605.20
	2 Sales Executive	V D A	408.00	408.00
	3 Assembling Supervisor	Total	5082.20	5013.20
	4 Quality Inspector			
II	<u>Skilled:</u>			
	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
	7 Computer Operator/ Machine Operator	V D A	408.00	408.00
	8 Punch Operator.	Total	4559.20	4490.20
	9 Cameraman			
	10 H. Wireman			
	11 Turner			
	12 Printer			
	13 Die Fitter			
	14 Fitter			
	15 Designer			
	16 Cabinet fitter			
	17 Buffer			
	18 Moulder			
	19 Machineman			
	20 Winder			
	21 Imprignation Plant Operator			
	22 Expose Plant Operator			
	23 Assembler			
	24 Coilman			
25 Carpenter				

26	Driver	Basic V D A Total	3929.20 408.00 4337.20	3865.20 408.00 4273.20
III	Semi-Skilled			
1	Store Keeper			
2	Assistant Assembler			
3	Wireman			
4	Test Fitter			
5	Assistant Die-Fitter			
6	Assistant Fitter			
7	Assistant Turner			
8	Assistant Designer			
9	Coil-Winder			
10	Assistant Cabinet Fitter			
11	Transformer Winder			
12	Decorator	Basic V D A Total	3978.20 408.00 4386.20	3908.20 408.00 4316.20
13	Fireman			
14	Moulder Grade-II			
15	Drill man			
16	Paper Cutting Swaping (Hand Operator)			
17	Can-Fitter			
18	Assistant Technician			
19	Assistant carpenter			
20	Aligner			
IV	Un-skilled:			
1	Assistant Helper			
2	Packer			
3	Attender	Basic V D A Total	3720.20 408.00 4128.20	3709.20 408.00 4117.20
4	Watchman			
5	Cleaner			
6	Gardener: Mali			
7	Curling			
8	Sweeper/Scavenger			
9	Other Un-skilled			
10	Labourer			
V	Office staff:			
1	Accountant/Cashier	Basic V D A Total	4013.20 408.00 4421.20	3978.20 408.00 4386.20
2	Stenographer			
3	Clerk			
4	Typist	Basic V D A Total	3829.20 408.00 4237.20	3771.20 408.00 4179.20
5	Timber Keeper			
6	Sales Assistant			
7	Purchase Assistant			
8	Receptionist			
9	Peon	Basic V D A Total	3720.20 408.00 4128.20	3709.20 408.00 4117.20

Zone-I: Bruhat Bangalore Mahanagara Palike and specified 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: All categories of employees:4 paise per point per day over and above 3944 points.

23. (b) ELECTRONICS & ELECTROPLATING - ELECTROPLATING

Notification No. KAE 13 LMW 2010, Bangalore 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: 4284-3944 = 340 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012.

SCHEDULE

Sl. No.	Class of Employment	3	Minimum rates of wages payable Per month	
			Zone-I	Zone-II
1	2	3	4	5
I	<u>Highly Skilled</u>	Basic	4507.20	4374.20
1	Foreman	V D A	408.00	408.00
2	Workshop Supervisor	Total	4915.20	4782.20
3	Manager	Basic	4359.20	4288.20
4	Supervisor	V D A	408.00	408.00
		Total	4767.20	4696.20
II	Skilled:			
5	Machine Operator/ Telephone Operator			
6	Die Casting Operator			
7	Printing Operator			
8	Plating Operator/ Press Operator			
9	Buffers			
10	Electroplating Buffers			
11	Mechanic/Tool			
12	Mechanic	Basic	4288.20	4263.20
13	Machinist	V D A	408.00	408.00
14	Chemist	Total	4696.20	4671.20
15	Welder			
16	Fitter			
17	Plater/Assembler			
18	Die-maker			
19	Moulder			
20	Turner			
21	Miller			
22	Draughtsman			
23	Drilling			
24	Painter			
25	Laboratory Analyst			
26	Polisher			
	Driver			

III 1	Semi-Skilled: Electroplating Assistant	Basic	4111.20	4046.20				
		V D A	408.00	408.00				
		Total	4519.20	4454.20				
2 3 4 5	Plating Co-ordinators Plating Man Assistant Machine Operator Assistant Fitter, Winding, Ringing, Fitting, soldering, mounting, little educated or uneducated	Basic V D A Total	4160.20 408.00 4568.20	4090.20 408.00 4498.20				
IV 1 2 3 4 5 6 7 8 9	Unskilled: Assistant Pack maker Helper Attender Watchman Mazdoor Cleaner Gardner / Mali Sweeper/Scavenger	Basic	3901.20	3890.20				
		V D A	408.00	408.00				
		Total	4309.20	4298.20				
		V 1 2 3 4 5	Office staff: Accountant Cashier Stenographer Clerk Typist	Basic	4194.20	4159.20		
				V D A	408.00	408.00		
				Total	4602.20	4567.20		
				6 7 8 9	Time Keeper Sales Assistant Purchase Assistant Receptionist	Basic VDA Total	4119.20 408.00 4527.20	3953.20 408.00 4361.20
				10	Peon	Basic VDA Total	3901.20 408.00 4309.20	3890.20 408.00 4298.20

Zone-I: BBMP and 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: All categories of employees:4 paise per point per day over and above 3944 points

24. Employment not covered in any of the Scheduled Employments



Notification No. KAE 79 LMW 2005 dated 17.03.2006

Published in Gazette dated 19.02.2007

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

Cost of Living Index: 4284-2703=1581 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment	Minimum rates of wages payable for different zones		
		Basic	VDA	Total
1	2	3	4	5
1	High skilled	2691.80	1422.90	4114.70
2	skilled	2591.80	1422.90	4014.70
3	semi-skilled	2041.80	1422.90	3464.70
4	unskilled	1891.80	1422.90	3314.70

VDA: All Categories of employees: 3 paise per point per day over and above 2703 points.

25. ENGINEERING INDUSTRY

Notification No. KAE 126 LMW 2005 dated 12-12-2006

Published in Gazette dated 13-12-2006

Minimum Wages with effect from 13-12-2006

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

Cost of Living Index: 4284-2703= 1581 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages payable		
			Zone-I	Zone-II	Zone-III
1	2		3	4	5
1	Highly Skilled	Basic	107.30	105.30	103.30
		VDA	63.84	63.84	63.84
		Total	181.14	179.14	177.14
2	Skilled	Basic	108.30	105.30	101.30
		VDA	63.84	63.84	63.84
		Total	172.14	169.14	165.14
3	Semi skilled	Basic	101.30	98.30	97.30
		VDA	63.84	63.84	63.84
		Total	165.14	162.14	161.14
4	Un-skilled	Basic	99.30	98.30	96.30
		VDA	63.84	63.84	63.84
		Total	163.14	162.14	160.14

Zone-I: All City Corporations

Zone-II: All the District Head Quarters and other towns with population of one lakh and above.

Zone-III: All other areas in the State not covered by Zone-I and Zone-II.

V.D.A: All categories of employees: 3.5 paise per point per day over and above 2703 points.

26. FILM INDUSTRY

Notification No.KAE 104 LMW 2005 dated 2-2-2010

Published in Gazette dated

Minimum Wages with effect from

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

Cost of Living Index: 4284 – 3528 = 756 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012.

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	
I							
1	Assistant Manager	Basic V D A Total	4732.00	4605.00	4579.00	4569.00	3755.00
2	Supervisor						
3	Accountant						
4	Chief Operator						
5	Head Operator and all employees doing the work of nature and responsibility done by persons falling under the category by whatever name or designation they be called.						
			1134.00	1134.00	1134.00	1134.00	1134.00
			5866.00	5739.00	5713.00	5703.00	4889.00
II							
1	Office Assistant	Basic V D A Total	4569.00	3535.00	3734.00	3718.00	3660.00
2	Clerk						
3	Typist						
4	Assistant Supervisor						
5	Booking Clerk						
6	Assistant Operator (with licence)						
			1134.00	1134.00	1134.00	1134.00	1134.00
			5703.00	4879.00	4868.00	4852.00	4794.00

7	Wireman (with licence)						
8	Electrician (with licence)						
9	Air Conditioner						
10	Carpenter						
11	Painter						
12	Vehicle driver						
13	Mechanic and all employees who are doing the work of the nature and responsibility done by persons falling under the category by whatever name or designation they be called.						
III							
1	Gate Keeper	Basic	3755.00	3734.00	3718.00	3660.00	3545.00
2	Door Keeper	V D A	1134.00	1134.00	1134.00	1134.00	1134.00
3	Watchman	Total	4889.00	4868.00	4852.00	4794.00	4679.00
4	Rewinder Cabin Boy						
5	Assistant operator (without licence) and all employees doing the work of the nature and responsibility done by persons falling under the category by whatever name or designation they be called.						
IV							
1	Sweeper						
2	Sanitary Helper						

3	Board Boy						
4	Attender, Usher Battery						
5	Office Boy	Basic	3729.00	3718.00	3660.00	3544.00	3518.00
6	Gardner Battery Boy	V D A	1134.00	1134.00	1134.00	1134.00	1134.00
		Total	4863.00	4852.00	4794.00	4678.00	4652.00
7	Cycle stand boy and all employees doing the work of the nature and responsibility done by persons falling under the category by whatever name or designation they be called.						

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)

II. DISTRIBUTION SECTION AND PRODUCTION SECTION:

1. **Zone-I** Bangalore city Agglomerati Area

2. **Zone-I** All distribution offices in places other than Bangalore city Agglomeration Area

Sl.No.	Class of Employment		Zone-I	Zone-II
1	2	3	4	5
I				
1	Assistant Manager	Basic VDA Total	4732.00 1134.00 5356.00	4605.00 1134.00 5229.00
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			
II				
1	Assistant Accountant	Basic VDA Total	4569.00 1134.00 5703.00	3755.00 1134.00 4889.00
2	Typist			
3	Clerk			
4	Checking operator			
5	Receptionists			
6	Publicity Incharge			
7	Cashier			
8	Store keeper Representatives			
9	Driver and all employees doing the work of nature and responsibility done by persons falling under the category by whatever name or designation they be called.			
III				
1	Peon	Basic VDA Total	3734.00 1134.00 4868.00	3718.00 1134.00 4852.00
2	Office Boy			
3	Attender			
4	Helper and all employees doing the work of the nature and responsibility done by persons falling under the category by whatever name or designation they be called			

STUDIO SECTOR-Entire State

Sl. No	Class of Employment		Minimum rates of wages per month
1	2	3	4
I			
1	Sound Recordist	Basic VDA Total	4732.00
2	Set maistry		1134.00
3	Setting Master		5866.00
4	Supervisor		
5	Secretary cameraman		
6	Camera incharge and all employees doing the work of the nature and responsibility done by persons falling under the category by whatever name or designation they be called.		
II			
1	Developer	Basic VDA Total	
2	Laboratory Assistant		
3	Sound Assistant		
4	Printing Assistant		
5	Laboratory Electrician		
6	Chief Electrician		
7	Makeup Assistant		
8	Painting Assistant		
9	Painter (Skilled)		4605.00
10	Carpenter (Skilled)		1134.00
11	Stenographer		5739.00
12	Accountant		
13	Floor-in-charge and all employees doing the work of the nature and responsibility done by persons falling under the category by whatever name or designation they be called		
III			
1	Vehicle Driver	Basic VDA Total	
2	Telephone operator		
3	Clerk		
4	Typist		
5	Store keeper		
6	Carpentry Helper		4679.00
7	Assistant Carpenter		1134.00
8	Assistant Painter		5813.00

9	Projectionist and all employees doing the work of the nature and responsibility done by persons falling under the category by whatever name or designation they be called.		
IV			
1	Light Boy	Basic VDA Total	3755.00 1134.00 4889.00
2	Assistant Electrician		
3	Electrician Helper		
4	Boomist		
5	Boo man		
6	Camera Helper		
7	Editing Assistant		
8	Editing Helper		
9	Assistant Printer		
10	Printing Helper		
11	Developing Assistant		
12	Laboratory Assistant		
13	Security Watchman and all employees doing the work of the nature and responsibility done by persons falling under the category by whatever name or designation they be called.		
V			
1	Office Boy	Basic VDA Total	3734.00 1134.00 4868.00
2	Attender		
3	Helper		
4	Watchman		
5	Sweeper		
6	Gardener		
7	Store Assistant		
8	Store Helper		
9	Cooly (Mazdoor) and all employees doing the work of the nature and responsibility done by persons falling under the category by whatever name or designation they be called.		

V.D.A: for all categories 5 paise per point per day over and above 3528 points

SCHEDULE-A:

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

SCHEDULE-B:

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

SCHEDULE-C:

1. Ranibennur
2. Banahatti-Rabakavi
3. Doddaballapur
4. Nippani
5. Gangavathi
6. Harihara
7. Channapatna
8. Yadgiri
9. Ilkal
10. Chickballapur
11. Chamarajanagar
12. Udupi
13. Nanjangud
14. Tiptur

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

Notification No. KAE 45 LMW 2008 dated 4-1-2010

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

Cost of Living Index: 4284 – 3196 = 1088 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month
<i>1</i>	<i>2</i>		<i>3</i>
1	Project Officer, Plant In charge, Marketing Officer, Field Officer, Engineer.	Basic VDA Total	4133.00 1142.40 5275.40
2	Cold Storage Supervisor, Processing Supervisor, Production Supervisor and other Supervisors.	Basic VDA Total	4050.00 1142.40 5192.40
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 1142.40 4751.40
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 1142.40 4580.36
5	Ice dumper, dumper, unloaders from boats, transporters to markets, salesman, workers engaged in bringing motor boats into the water and bringing back to the land, deck loader, deck unloader, fish cutters, peeling and cleaners, ice breakers.	Basic VDA Total	3173.36 1142.40 4315.76
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	Per day VDA Total	121.82 43.93 165.75
8	Removal of weeds	Per day VDA Total	82.97 43.93 126.90
			(Per month)
1	<u>Office staff:</u> Accountant/ Stenographer	Basic VDA Total	3515.65 1142.40 4658.05
2	Clerk	Basic	3278.26
3	Typist	VDA	1142.40
4	Store keeper	Total	4420.66
5	Office Boy	Basic	3173.26
6	Peon	VDA	1142.40
		Total	4315.66
	<u>Workers engaged in peeling and veining section</u>	<u>Per day</u>	
1	Big size		
2	Small size	Basic	121.82
3	Beheading	VDA	43.93
		Total	165.75
	<u>Frog Legs:</u>		
1	<u>Jumbo</u>		
2	Big Size		
3	Medium Size		
4	Small Size		

V.D.A: For all categories of employees: 3.5 paise per point per day over and above 3196 points.

28. FOOD PROCESSING, PACKING OF FOOD PRODUCTS
(INCLUDING COFFEE, TEA & SPICES)

Notification No. KAE 87 LMW 2008 dated 25-1-2011

Published in Gazette dated 3-3-2011

Minimum Wages with effect from 1-4-2010

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

Cost of Living Index: 4284 - 3944= 340points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages payable			
			Zone-I	Zone-II		
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>		
I	<u>Highly Skilled</u>	Basic	4212.90	4146.90		
		VDA	408.00	408.00		
		Total	4620.90	4554.90		
2	Manager	Basic	4072.21	4005.40		
3	Supervisor	VDA	408.00	408.00		
		Total	4480.21	4413.40		
II	<u>Skilled</u>					
		1	Machine Operator			
		2	Steamer Operator			
		3	Boiler Operator			
		4	Generator Operator			
		5	Mix room operator			
		6	Freezer operator			
		7	Processing operator			
		8	Senior operator	Basic	4048.06	3981.91
		9	Operator	VDA	408.00	408.00
		10	Mechanic	Total	4456.06	4389.91
		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	Driver	Basic	3835.40	3773.40		
		VDA	408.00	408.00		
		Total	4243.40	4181.40		

III	<u>Semi skilled</u>			
	1 Production Assistant	Basic	3881.40	3816.01
	2 Salesman	VDA	408.00	408.00
	3 Sorter /other semi-skilled labourer	Total	4289.40	4224.01
IV	<u>Unskilled</u>			
	1 Bottle Filler			
	2 Packer			
	3 Cold Room Boy			
	4 Cleaning Room Boy			
	5 Powdering and Mixing			
	6 Packers			
	7 Assistant			
	8 Mazdoor			
	9 General worker	Basic	3636.40	3627.01
	10 Helper	VDA	408.00	408.00
	11 Cleaner	Total	4044.40	4035.01
	12 Loading and un-loading			
	13 Peon			
	14 Watchman			
	15 Peeler			
16 Sweeper/Scavenger and any other un skilled labourer not shown above				
V	<u>Office staff:</u>			
	1 Accountant	Basic	3915.60	3882.15
	2 Cashier	VDA	408.00	408.00
	3 Stenographer	Total	4323.60	4290.15
	4 Clerk			
5 Typist				
6 Collection clerk				
7 Booking Delivery Clerk	Basic	3741.40	3685.40	
8 Sales Assistant / Bill Clerk	VDA	408.00	408.00	
	Total	4149.40	4093.40	
9 Office Boy / Office Assistant	Basic	3636.40	3626.40	
	VDA	408.00	408.00	
	Total	4044.40	4034.40	

Zone-I: BBMP and 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: All categories of employees:4 paise per point per day over and above 3944 points.

29. FORESTRY & TIMBERING INDUSTRY

Notification No. KAE 68 LMW 2005 dated 28.07.2008

Published in Gazette dated 18.08.2008

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

Cost of Living Index: 4284-3196= 1088 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages for Time rated workers
1	2		3
I	<u>Skilled:</u>		
1	Axeman		
2	Sawyers		
3	Mason		
4	Carpenters		
5	Workers engaged in transportation of logs through rivers	Basic	121.90
6	Workers engaged in breaking of boulders	V.D.A	37.66
7	Mahout	Total	159.56
8	Agents/Supervisors/Maistries		
9	Contractors/Clerks/Typists/Draft man (Forester and relating to inside work)		
II	<u>SEMI SKILLED:</u>		
1	Workers engaged in collecting of bamboo, cane and reeds		
2	Kilning of charcoal workers		
3	Workers engaged in Dying of drog ropes		
4	Firewood/Timber loading and unloading workers	Basic	113.90
5	Workers engaged in Chisely numbering	V.D.A	37.66
6	Workers engaged in raft making	Total	151.56
7	Mahout assistants		
III	<u>Un-Skilled:</u>		
1	Mazdoor workers, workers working in forest nursery and plantations		
2	Firewood/Timber, Head carriers		
3	Workers engaged in boundary clearing & fire protection	Basic	105.90
4	Workers engaged in earth works (pit making etc.)	V.D.A	37.66
5	Workers engaged in construction of roads (excluding breaking of rocks)	Total	143.56

6	Workers engaged in marking on trees		
7	Peons, watchers & sweepers engaged by the contractors (in connection with forestry inside and outside)		
Sl. No.	Logs in cubic metre	Wages (per cubic metre per day)	
	PIECE RATED WORKERS		
1	Axemens (Felling & preparation of hard wood & soft wood)		VDA Per day Rs. 37.66
a)	Logs not to be demarked:		
	1. Less than half cubic metre	97.93	
	2. More than half cubic metre	75.10	
b)	Logs to be demarked:		
	1. Less than half cubic metre	110.80	
	2. More than half cubic metre	82.90	

Sl. No.	Work	Unit	Minimum piece rated Wages	
	<u>FOREST NURSERY AND PLANTATION WORKERS</u>			
1	Formation of nursery bed for teak (excluding collection of bamboo)	1 Sq. metre	58.23	
2	Sowing of seeds in nursery bed	1 Sq. hectare	54.10	
3	Aligning Swaking (2m+2m)	1 Sq. hectare	246.16	
4	Pulling out teak seedlings (one year nursery plants) and preparation of stumps	100 stems	58.73	
5	Pulling out teak seedlings (two year nursery plants) and preparation of stumps	100 stems	60.30	
6	Teak planting		59.67	
7	Preparation of seed nursery for eucalyptus	Sq. metre	54.84	
8	Watering for eucalyptus nursery plants (thirty litres of water for square metre)		53.48	
9	Collection of sieving of forest soil per cubic metre of soil		100 polythene bags	109.86

10	Filling polythene bags of 12x18 cm 100 gauge watering facilities planting	100 polythene bags	62.93	VDA Per day Rs. 37.66
11	Pulling out eucalyptus seedlings nursery bed & Transplanting into polythene bags	100 seedlings	55.68	
12	Digging planting pits in ordinary forest soil after lines pits or 25x25x25cm. At stretching of 21:3 metre 21:2 metres	100 feet	68.07	
13	Digging pits of dimension of 30x30 cm after rains	100 feet	104.19	
14	Digging pits of dimension of 25x25x25cm	100 feet	94.32	
15	Digging pits of dimension of 30x30x30 cm during dry weather	100 feet	145.04	
16	Digging pits in couldery soil of 25x25x25 cm after rain	100 feet	78.15	
17	Digging pits couldery of dimension of 30x30x30cm after rain	100 feet	99.15	
18	Digging pits in couldery of dimension of 30x30x30 cm during dry weather	100 feet	100.83	
19	Digging pits in couldery soil of dimension 25x25x25cm after rain	100 feet	175.66	
20	Transport of seedlings in polythene bags to planting sites and distribution up to a lead of 500 metres	100 seedlings	55.89	
21	Covering planting pit dimensions 25x25x25 cm and digging planting pit holes	100 pits	59.04	
22	Planting bags seedlings	100 plants	62.72	
23	Works including Sl. No. 21x22	100 plants	76.16	
24	Aligning and Squawking 2 1/2x 2 1/2 metre	1 hectare	275.31	

V.D.A: For all categories of employees: 3 paise per point per day over and above 3196 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: 4284-2703=1581 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages payable per month	
			Zone-I	Zone-II
1	2	3	4	5
I	<u>Highly Skilled</u>			
	1 Foreman	Basic	2805.90	2739.70
	2 Supervisor	VDA	1660.05	1660.05
	3 Change hand/Leading hand	Total	4465.95	4399.75
II	<u>Skilled</u>			
	1 Machinist			
	2 Turner			
	3 Mechanic			
	4 Pattern maker			
	5 Fitter			
	6 Core maker			
	7 Moulder	Basic	2645.20	2573.80
	8 Blacksmith	VDA	1660.05	1660.05
	9 Carpenter	Total	4305.25	4233.85
	10 Grinder			
	11 Miller			
	12 Winder			
	13 Die maker			
	14 Electrician			
15 Metal floarer / Shel Moulder				

III	<u>Semi skilled</u>			
	1 Driller			
	2 Stone cutter			
	3 Fireman/ Coupolaman/ Furnace man			
	4 Oil man	Basic	2475.10	2409.00
	5 Painter	VDA	1660.05	1660.05
	6 Wingler	Total	4135.15	4069.05
	7 Tinker			
	8 Assembler			
	9 Nickle or any other planter			
	10 Wire man			
11 Fitter				
IV	<u>Office staff:</u>			
	1 Clerk			
	2 Typist	Basic	2475.10	2409.00
	3 Cashier	VDA	1660.05	1660.05
	4 Store keeper	Total	4135.15	4069.05
5 Accountant				
6	Automobile Driver	Basic	2419.50	2375.40
		VDA	1660.05	1660.05
		Total	4079.55	4035.45
7	Peon, Watchman and Office Boy	Basic	2105.50	2066.70
		VDA	1660.05	1660.05
		Total	3765.55	3726.75
V	<u>Unskilled:</u>			
	1 Sweeper	Basic		2105.50
	2 Cleaner	VDA		1660.05
	3 Mazdoor	Total		3765.55

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: All categories of employees: 3.5 paise per point per day over and above 2703 points.

31. GLASS AND GLASSWARE INDUSTRY

Notification No. KAE 96 LMW 2008, Bangalore dated 25-1-2011

Published in Gazette dated 3-3-2011

Minimum Wages with effect from 1-4-2010

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

Cost of Living Index: 4284-3944= 340 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month	
			Zone-I	Zone-II
1	2	3	4	5
I	<u>Highly Skilled</u>			
	1 Foreman	Basic	4100.92	4034.77
	2 Senior Glass Technologist	VDA	408.00	408.00
	3 Glass blowers	Total	4508.92	4442.77
4	Manager	Basic	3960.22	3894.07
5	Supervisor	VDA	408.00	408.00
6	Junior Technician	Total	4368.22	4302.07
II	<u>Skilled</u>			
	1 Mechanic			
	2 Electrician			
	3 Wireman			
	4 Welder			
	5 DG operator/ operator/ Heavy press			
	6 operator/Fielder operator- cum-Machinist			
	7 Fitter/Turner			
	8 Chemical mixer			
	9 Die maker			
	10 Screen maker			
	11 Furnace operator	Basic	3936.07	3869.92
	12 Furnace Mason	VDA	408.00	408.00
	13 Pattern maker	Total	4344.07	4277.92
	14 Mould Engraver			
	15 Blacksmith			
	16 Grinding Machine			
	17 operator			
	18 Shaper and Plainer			
	19 Diesel Mechanic			
	20 Crane operator			
	21 Buffer operator			
	22 Mouth Blower			
	23 Glass polisher			
24				

	Mould maker Store keeper Other Skilled Labourer			
25	Driver	Basic	3723.91	3662.00
26	Engine Driver	VDA	408.00	408.00
		Total	4131.91	4070.20
III	<u>Semi skilled:</u>			
1	Glass cutter			
2	Steam operator			
3	Vacuum operator			
4	Assistant operator			
5	Glass block manufacturer			
6	Glass paster			
7	Sample checker			
8	Oil man	Basic	3524.47	3513.97
9	Softer	VDA	408.00	408.00
10	Crusher	Total	3932.47	3921.97
11	Machine man			
12	Airman			
13	Glass Edge Grinder			
14	Glass plaster			
15	Lever man			
16	Blown Article sorter			
17	Sorter			
18	Press Lever man			
IV	<u>Un-Skilled:</u>			
1	Steam operator Helper			
2	Glass Cutter Helper			
3	Helper			
4	Assistant Glass Polisher			
5	Packer			
6	Remover of Ash and charcoal from furnace	Basic	3524.47	3513.97
7	Loader and Un-Loader	VDA	408.00	408.00
8	Mould Holders	Total	3932.47	3921.97
9	Watchman			
10	Label fitter			
11	Spiraling operator			
12	General Mazdoor			
13	Sticher			
14	Cleaner			
15	Peon			
16	Sweeper/Scavenger & other unskilled labourer not shown above			

V 1 2 3 4	Office staff:	Basic	3803.75	3770.17
	Accountant	VDA	408.00	408.00
	Stenographer	Total	4211.75	4178.17
	Clerk			
	Typist			
5	Time keeper	Basic	3629.47	3573.82
		VDA	408.00	408.00
		Total	4037.47	3981.82
6	Office Boy	Basic	3524.47	3513.97
		VDA	408.00	408.00
		Total	3932.47	3921.97

Zone-I: Bruhat Bangalore Mahanagara Palike and specified Bangalore city Agglomeration Areas and District Head Quarters Agglomeration Areas.

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

V.D.A: All categories of employees: 4 paise per point per day over and above 3944 points.

32. GRANITE STONES AND MARBLES INDUSTRY



Notification No. KAE 95 LMW 2005 dated 21.07.2008

Published in Gazette dated 12.08.2008

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

Cost of Living Index: 4284-2967=1317 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month	
			Zone-I	Zone-II
1	2	3	4	5
I	<u>Highly Skilled (A)</u>			
1	Production Manager	Basic	3514.00	3451.00
2	Production Engineer	V D A	1185.30	1185.30
3	Engineer	Total	4699.30	4636.30
II	<u>Highly Skilled (B)</u>			
1	Maintenance Supervisor	Basic VDA Total	3264.00 1185.30 4449.30	3197.00 1185.30 4382.30
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			
III	<u>Skilled:</u>			
1	Supervisor	Basic VDA Total	3015.00 1185.30 4200.30	2949.00 1185.30 4134.30
2	Electrician			
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	Basic	2804.00	2742.00
16	Car Driver	VDA	1185.30	1185.30
		Total	3989.30	3927.30
IV	<u>Semi skilled:</u>			
1	Stone cutter			
2	Junior operator			
3	Assistant operator			
4	Assistant stone cutter			
5	Packing Supervisor			
6	Assistant Electrician	Basic	2850.00	2785.00
7	Assistant Store Keeper	V D A	1185.30	1185.30
8	Trainee operator	Total	4035.30	3970.30
9	Helper for Monument Maker			
10	D.G. Operator			
11	Store carrier & other semi-Skilled Labourer			
V	<u>Un-Skilled:</u>			
1	House keeping			
2	General Helper			
3	Watchman			
4	Packer			
5	Helper	Basic	2604.00	2595.00
6	Cleaner	VDA	1185.30	1185.30
7	Hamali	Total	3789.30	3780.30
8	Assistant			
9	Mazdoor			
10	Loading and un-loading			
11	Sweeper and other un-skilled labourer			

VI	<u>Office staff:</u>			
1	Manager	Basic	3264.00	3198.00
2	Accountant	V D A	1185.30	1185.30
3	Cashier	Total	4449.30	4383.30
4	Stenographer			
5	<u>Assistant manager</u>			
6	Assistant Accountant	Basic	2882.00	2850.00
		V D A	1185.30	1185.30
		Total	4067.30	4035.30
7	Clerk			
8	Customs clerk	Basic	2708.00	2654.00
9	Typist	V D A	1185.30	1185.30
10	Store keeper	Total	3893.30	3839.30
11	Personal Assistant			
12	Receptionist			
13	Office Boy	Basic	2607.00	2595.00
14	Attender	V D A	1185.30	1185.30
15	Peon	Total	3792.30	3780.30

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

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

V.D.A: All categories of employees: 3 paise per point per day over and above 2967 points.

33. HANDLOOM & POWERLOOM (COTTON) INDUSTRY



Notification No. KAE 154 LMW 2007 dated 02.03.2009

Published in Gazette dated

Minimum Wages with effect from

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

Cost of Living Index: 4284-3196=1088 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Note: 1. VDA per day Rs. 37.66/-

2. VDA per month Rs. 979.20/-

Class of Employment	Minimum rates of wages		
1	2		
<u>I. Weaving-Handloom:</u>			
	<u>Co</u>	Rates per Mtr	
	<u>unt</u>		
	<u>s</u>		
(a) Saree-Plain sarees with border with width of 48"-54"(cms 121.92-137.16)	40	20.60	
	60	22.00	
	80	23.60	
	100-120	27.30	
Note: For any design work or chowkly (checks) 1/3 of the above rates be paid extra			
(b) Dhotis	40	19.10	
	60	20.10	
	80	21.20	
	80-120	23.10	
Note: For Malabar Lungi (checks) 1/3 of the above rates be paid extra			
© Furnishing fabrics (plain) (including bed sheets, upholstery cloth curtain cloth table cloth and other similar items) <i>Width:</i> 36"- 48" Cms (91.44 -121.92) 49"- 60" Cms (124.46-152.40) 61"- 72" Cms (154.94-182.88) 73"-90" Cms (185.42-228.60)	<i>Rate per Mtr:</i>		
	18.30		
	19.50		
	22.00		
	25.80		
	Note: For design work 1/3 of the above rates be paid extra		
(d) Shirting	Counts	Width	Rate per Mtr.
	26-30	32"	12.00
(e) Towels, Napkins and hand	26-30	50"	14.90
	40 -60	12" - 21"	6.20

kerchiefs		22" - 28"	11.50
		29" - 36"	14.00
		37" - 60"	17.00
Note: For design work or chowkli (checks) 1/3 of the above rates be paid extra			
Category – II Weaving – Powerloom:			
(a) Sarees: <i>Plain with border:</i>	Width	Counts	Rates per Mtr
	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
(b) Other than sarees 20's/10's (Coating) Reeds: 20's/26's (shirting) 60/64 (shirting) 52 to 56 Reeds (checks) 60/64(Checks) Grey Cloth (60 CTS) 34/40(plain)	Width	Counts	Rate per Mtr
	28" (71.12 Cms)	36-40	1.60
			1.90
			3.10
	30" (76.2 Cms)		4.60
			5.50
			3.10
		2.90	
Note: For Dobby work, 1/10 of above rates be paid extra			
Category – III:Warping (Both Handloom and Powerloom)			
<i>Length</i>	<i>Width</i>	<i>Counts</i>	<i>Rate</i>
a) 600 Yards or 546 Mtrs	30" or 76.2 Cms	20 - 30	124.90
b) 600 Yards or 546 Mtrs	30"- 54" or 76.2-137.16 Cms	20 - 30	177.00
c) 600 Yards or 546 Mtrs	30"-54" or 76.2-137.16 Cms	40 – 60	419.00
d) 600 Yards or 546 Mtrs	30"-54" or 76.2-137.16 Cms	80 - 120	750.00
Category – IV : Dye work			
			Rate
a) With bleaching – per bundle of 4.5. Kgs			15.50
b) Non-bleaching – per bundle of 4.5 Kgs			14.10
c) VAT colouring – per bundle of 4.5 Kgs			38.00
Category – V: (a) Pern Winding (By hand)			
	Counts		Rate
a) 20 – 30			4.30 Per Knot
b) 40 – 60			8.50 Per Knot
c) 60 - 80			11.00 Per Knot
d) 80 - 120 Counts			13.10 Per Knot

Category – V : (b) Pern Winding / Reeling (By machine)		
Counts		Rate
a) 20 – 30		2.30 Per Knot
b) 40 – 60		3.60 Per Knot
c) 60 - 80		6.30 Per Knot
d) 80 - 120		7.10 Per Knot
Category – VI: Folder Rs. 9.00		30.50 Per day 63.60 (8 hours of work)
Category – VII: Supervisor/Jobbers		2830.00 979.20 3809.20
Category – VIII: Office Staff:		
a) Accountant		
b) Typist		2830.00
c) Clerk		979.20 3809.20
Category – IX: Watchman		2446.00
Category – X: Hamali / Sweeper		979.20 3425.20

VDA: All categories of employees: 3 paise per point per day 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: 4284 - 3944 = 340 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month	
			Zone-I	Zone-II
<i>1</i>	<i>2</i>		<i>3</i>	<i>4</i>
	<u>PART-I</u>			
1	Junior Doctors (Degree)	Basic	4633.00	4488.00
2	Ayurvedic Doctors (Degree)	VDA	306.00	306.00
3	Homeo Doctors (Degree)	Total	4939.00	4794.00
	PART-II			
1	Manager			
2	Ayurvedic Doctor (Diploma)	Basic	4416.00	4269.00
3	Homeo Doctor (Diploma)	VDA	306.00	306.00
4	Matrons	Total	4722.00	4575.00
5	Bio-Chemist			
6	Micro-Biologist			
7	Psychologist			
8	Medical and Psychiatric			
9	Social worker			
	PART-III:			
1	Accountant	Basic	4343.00	4196.00
2	Research Assistant-cum-Scientific Assistant	VDA	306.00	306.00
3	Clinical Supervisors	Total	4649.00	4502.00
4	Tutor			

1	PART-IV;			
2	Head Clerk			
3	Staff Nurse (B.Sc., - Nursing)			
4	Lab Technician	Basic	4196.00	4050.00
5	X-Ray Technician	VDA	306.00	306.00
6	Radio Grapher	Total	4502.00	4356.00
7	Theater Mechanic			
8	Compounder (Qualified)			
9	Pharmacist			
10	Physiotherapy Technician			
11	Dietician			
12	Maintenance Supervisor			
	Speech Therapist			
	<u>PART-V:</u>			
	Stenographer			
1	Librarian	Basic	4123.00	4050.00
2	Person who have served in Nurse	VDA	306.00	306.00
3	post for a minimum period of five	Total	4429.00	4356.00
	years			
4	Registered Nurse			
	<u>PART-VI:</u>			
1	Medical Record Keeper			
2	Store Keeper	Basic	4050.00	3977.00
3	Refractionist	VDA	306.00	306.00
4	Optometrist	Total	4356.00	4283.00
5	Ayurvedic Compounder			
6	Mid-Wife			
	<u>PART-VII:</u>			
1	Office Assistant / Clerk			
2	Telephone Operator			
3	Typist	Basic	3977.00	3940.00
4	Cash Clerk	VDA	306.00	306.00
5	Electrician	Total	4283.00	4246.00
6	House Keeper			
7	Receptionist			
8	Dental Hygienist			

	<u>PART-VIII:</u>			
1	Plumber			
2	Car-Ambulance Driver			
3	Cook			
4	Steward			
5	Ancillary Nurse/Mid-wife	Basic	3936.00	3832.00
6	Dark room Assistant	VDA	306.00	306.00
7	Pharmacy Assistant	Total	4242.00	4138.00
8	Laboratory Assistant			
9	X-Ray Assistant			
10	E.C.G. Assistant			
11	Tailor			
12	Carpenter			
	<u>PART-IX:</u>			
1	Lift Operator			
2	Barber/Dresser	Basic	3832.00	3794.00
3	Peon/Watchman	VDA	306.00	306.00
4	Dhobi	Total	4138.00	4100.00
5	Nursing Orderly			
6	Ward Boy			
	<u>PART-X</u>			
1	Gardener			
2	Kitchen Assistant	Basic	3798.00	3751.00
3	Ayah	VDA	306.00	306.00
4	Attender/Dark Room Attender	Total	4104.00	4057.00
5	Table maid/Ward Supplier			
6	Scavenger			
7	Gate Keeper			
8	Laundry/ Attender			

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

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

V.D.A: All categories of employees: 3 paise per point per day over and above 3944 points.

35. HOSTELS



Notification No. KAE 40 LMW 2006 dated 02.03.2009

Published in Gazette dated 2-4-2009

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

Cost of Living Index: 4284 - 2703= 1581 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month		
			Zone-I	Zone-II	Zone-III
<i>1</i>	<i>2</i>		<i>3</i>	<i>4</i>	<i>5</i>
1	Manager				
2	Mess Manager	Basic	2897.00	2842.40	2814.10
3	Warden	VDA	1897.20	1897.20	1897.20
4	Mess Supervisor	Total	4794.20	4739.60	4711.30
5	Matron				
6	Assistant Manager	Basic	2740.60	2715.40	2700.70
7	Assistant Warden	VDA	1897.20	1897.20	1897.20
8	Chief Cook	Total	4637.80	4612.60	4597.90
9	Cook	Basic	2686.00	2652.40	2598.80
		VDA	1897.20	1897.20	1897.20
		Total	4583.20	4549.60	4496.00
10	Grinder				
11	Assistant				
12	Mess Boy				
13	Helper				
14	Aya	Basic	2487.50	2455.00	2438.20
15	Peon	VDA	1897.20	1897.20	1897.20
16	Server	Total	4384.70	4352.20	4335.40
17	Supplier				
18	Watchman				
19	Gardener				
20	Sanitary Cleaner				
21	Sweeper				
	Office Staff:				
1	Manager	Basic	2897.00	2842.40	2814.10
		VDA	1897.20	1897.20	1897.20
		Total	4794.20	4739.60	4711.30
2	Accountant	Basic	2640.60	2607.20	2590.40
		VDA	1897.20	1897.20	1897.20
		Total	4537.80	4504.40	4487.60

3	Clerk				
4	Typist	Basic	2561.00	2533.70	2519.00
5	Cashier	VDA	1897.20	1897.20	1897.20
6	Computer Operator	Total	4458.20	4430.90	4416.20
7	Telephone operator	Basic	2487.50	2455.00	2438.20
8	Store Keeper	VDA	1897.20	1897.20	1897.20
9	Office Boy	Total	4384.70	4352.20	4335.40

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

Zone II: Shall comprise all District Head Quarters.

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

VDA: All categories of employees: 4 paise per point per day over and above 2703 Points.

36. HOTEL INDUSTRY



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

Published in Gazette dated 24-2-11

Minimum Wages with effect from 1-4-2010

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

Cost of Living Index: 4284-3944 = 340 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012.

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month		
			Zone-A	Zone-B	Zone-C
1	2		3	4	5
1	Cook/Sweet maker	Basic VDA Total	4160.00 408.00 4568.00	4127.00 408.00 4535.00	4101.00 408.00 4509.00
2	Supervisor/Kitchen Supervisor	Basic VDA Total	4127.00 408.00 4535.00	4101.00 408.00 4509.00	4087.00 408.00 4495.00
3	Barman	Basic VDA Total	4102.00 408.00 4510.00	4088.00 408.00 4496.00	4076.00 408.00 4484.00
4	Assistant Cook/ Dosa maker/ Chapathi maker/ Idli maker	Basic VDA Total	4088.00 408.00 4496.00	4076.00 408.00 4484.00	4056.00 408.00 4464.00
5	Room boy	Basic VDA Total	4088.00 408.00 4496.00	4076.00 408.00 4484.00	4056.00 408.00 4464.00
6	Coffee maker/Tea maker Server/Supplier/Waiter/ Bearer/Buttler/Grinder	Basic VDA Total	4056.00 408.00 4464.00	3874.00 408.00 4282.00	3847.00 408.00 4255.00
7 & 8	Vegetable cutter/Mutton cutter/ Parcel boy Water carriers/Gardeners/ Dhobi	Basic VDA Total	3874.00 408.00 4282.00	3837.00 408.00 4245.00	3757.00 408.00 4165.00
9	Receptionist	Basic VDA Total	4160.00 408.00 4568.00	4127.00 408.00 4535.00	4101.00 408.00 4509.00
10	Telephone Operator	Basic VDA Total	4160.00 408.00 4568.00	4127.00 408.00 4535.00	4101.00 408.00 4509.00
11	Electrician	Basic VDA Total	4127.00 408.00 4535.00	4101.00 408.00 4509.00	4087.00 408.00 4495.00
12	Lift Attender	Basic VDA Total	3874.00 408.00 4282.00	3837.00 408.00 4245.00	3757.00 408.00 4165.00

13	Accountant	Basic	4160.00	4127.00	4101.00
		VDA	408.00	408.00	408.00
		Total	4568.00	4535.00	4509.00
14	Clerk / Typist / Cashier / Store Keeper	Basic	4088.00	4076.00	4056.00
		VDA	408.00	408.00	408.00
		Total	4496.00	4484.00	44648.00
15	Cleaner/Peon/Watchman/S weeper /Office boy/Office Assistant /doing a job similar to the categories mentioned above.	Basic	3874.00	3847.00	3757.00
		VDA	408.00	408.00	408.00
		Total	4282.00	4255.00	4165.00
16	Any other categories of unskilled employment not specified above.				

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

Zone-B: District Head Quarters in the State.

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

V.D.A: All categories of employees: 4 paise per point per day over and above 3944 points.

Food Deduction: An amount of 15% from the least Wages of respective Zone may be deducted. This deduction will also apply to raise in consumer price Index.

37. ICE FACTORY AND COLD STORAGE INDUSTRY

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

Published in Gazette dated 2-4-2009

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

Cost of Living Index: 4284 – 2703 = 1581 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month		
			Zone-I	Zone-II	Zone-III
1	2		3	4	5
1	Supervisor	Basic VDA Total	3308-10 1897-20 5205.30	3242-00 1897-20 5139.20	3187-40 1897-20 5084-60
2	Operator	Basic	2867-10	2801-00	2746-40
3	Electrician	VDA Total	1897-20 4764-30	1897-20 4698-20	1897-20 4643-60
4	Ice Buf Manufacture	Basic	2697-00	2630-90	2575-20
5	Assistant Operator	VDA	1897-20	1897-20	1897-20
6	Ice Lifter	Total	4594-20	4528-10	4472-40
7	Loading and Unloading	Basic VDA Total	2432-40 1897-20 4329-60	2366-30 1897-20 4263-50	2310-60 1897-20 4207-80
8	Ice Candy lifter				
9	Packer				
10	Mazdoor				
11	Helper	Basic	2644-50	2623-50	2602-50
12	Cleaner	VDA	1897-20	1897-20	1897-20
13	Watchman	Total	4541-70	4520-70	4499-70
14	Accountant	Basic	2565-80	2554-20	2539-50
15	Clerk	VDA	1897-20	1897-20	1897-20
16	Typist	Total	4463-00	4451-40	4436-70
17	Salesman	Basic	2432-40	2366-30	2310-60
18	Peon	VDA	1897-20	1897-20	1897-20
	Office Boy	Total	4329-60	4263-50	4207-80

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

Zone II: Shall comprise all District Head Quarters.

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

VDA: All categories of employees: 4 paise per point per day over and above 2703 Points.

38. KHANDASARI SUGAR INDUSTRY



Notification No. KAE 72 LMW 2005 dated 28.07.2008

Published in Gazette dated 18-08-2008

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

Cost of Living Index: 4284 - 3196=1088 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month
<i>1</i>	<i>2</i>		<i>3</i>
I	<u>Skilled (A)</u>		
1	Foreman	Basic	3242.55
2	Mechanical Supervisor	VDA	1142.40
3	Maistry	Total	4384.95
	<u>Skilled-B</u>		
4	Mechanic		
5	Chemist		
6	Cane Crusher Driver		
7	Machine driver		
8	Setting Man		
9	Welder		
10	Electrician		
11	Carpenter	Basic	3206.45
12	Blacksmith	VDA	1142.40
13	Turners	Total	4348.85
14	Furnace Repairer		
15	Fitter		
16	Panman		
17	Boiler in Pan's		
18	Any other skilled worker		

II	<u>Semi-Skilled:</u>			
	1	Field man		
	2	Sulpher man	Basic	3154.45
	3	Sulpheration	VDA	1142.40
	4	Sulpheration man	Total	4296.85
	5	Oil man		
	6	Assistant Mechanic		
	7	Karegar		
	8	Bag Filler		
	9	Pump Attenders		
	10	Fire man		
	11	Centre Fusing		
	12	Any other semi skilled		
13	worker			
III	<u>Un-Skilled:</u>			
	1	Helper		
	2	Mazdoor		
	3	Cane Carriers	Basic	2838.45
	4	Removing Bogasse	VDA	1142.40
	5	Ginning	Total	3980.85
	6	Fire Woodgringer		
	7	Cane Feeder		
	8	Bag Filler		
9	Any other Un-skilled worker Mazdoor, any other categories of unskilled employees not specified above			
IV	<u>Office staff:</u>	Basic	3503.95	
	1	Manager	VDA	1142.40
		Total	4646.35	
2	Accountant	Basic	3206.45	
3	Purchase Incharge	VDA	1142.40	
		Total	4348.85	
4	Cashier	Basic	3154.45	
5	Time keeper	VDA	1142.40	
6	Clerk/Clerk-cum-Typist	Total	4296.85	
7	Peons/ Office Boys/ Watchman/Gate keeper	Basic	2839.45	
		VDA	1142.40	
		Total	3981.85	

V.D.A: All categories of employees: 3.5 paise per point per day over and above 3196 points.

39. LAUNDRY INDUSTRY



Notification No. KAE 12 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: 4284-3944 = 340 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month
<i>1</i>	<i>2</i>		<i>3</i>
1	Manager	Basic VDA Total	4197.00 408.00 4605.00
2 3	Mechanic Supervisor	Basic VDA Total	4082.00 408.00 4490.00
4 5	Cashier Booking Clerk	Basic VDA Total	4036.00 408.00 4444.00
6 7	Tailor Clerk	Basic VDA Total	4000.00 408.00 4408.00
8 9 10 11	Dryer Dry Cleaner Boiler Helper Boiler Operator	Basic VDA Total	3967.00 408.00 4375.00
12 13 14	Pressing, Ironing Labour Driver Identification Marker	Basic VDA Total	4027.00 408.00 4435.00
15 16 17 18 19 20	Marking Helper Starter Distribution Labour Assistant Painter Assistant Cleaner Watchman	Basic VDA Total	3634.00 408.00 4042.00

V.D.A: All categories of Employees: 4 paise per point per day over and above 3944 Points.

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



Notification No. KAE 8 LMW 2010 dated 25-1-2011

Published in Gazette dated 3-3-2011

Minimum Wages with effect from 1-4-2010

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

Cost of Living Index: 4284-3944 = 340 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month
1	2		3
1	Manager	Basic	4514.00
2	Supervisor	VDA	408.00
		Total	4922.00
3	Chemist (Graduate)		
4	Mechanic	Basic	4342.00
5	Electrician	VDA	408.00
6	Boiler Attender	Total	4750.00
7	Machine Operator	Basic	4133.00
8	Machine Driver	VDA	408.00
9	Driver	Total	4541.00
10	Bottle Carrier		
11	Bottling Worker	Basic	3965.00
12	Packing Worker	VDA	408.00
13	Lab Assistant	Total	4373.00
14	Loader		
15	Filling of Liquor to the		
16	Bottle		
17	Cleaning of Bottle		
18	Cleaner	Basic	3908.00
19	Attender	VDA	408.00
20	Helper	Total	4608.00
21	Watchman		
22	Mazdoor		
	Sweeper		
23	Accountant	Basic	4200.00
24	Cashier	VDA	408.00
		Total	4608.00
25	Salesman	Basic	4144.00
26	Clerk	VDA	408.00
27	Typist	Total	4552.00
28	Office Boy	Basic	3919.00
		VDA	408.00
		Total	4327.00

V.D.A: All categories of employees: 4 paise per point per day 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: 4284-3944=340 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month		
			Zone-I	Zone-II	Zone-III
1	2		3	4	5
I	Highly Skilled:				
1	Kwality Control Chemist	Basic	4565.00	4499.00	4466.00
2	Production in Charge	VDA	408.00	408.00	408.00
3	Supervisor	Total	4973.00	4907.00	4874.00
II	Skilled:				
1	Pharmacists	Basic VDA Total	4042.00 408.00 4450.00	3976.00 408.00 4384.00	3942.00 408.00 4350.00
2	Chemists				
3	Boiling Powdering and Cutting				
4	Machinist				
5	Electrician				
6	Machine Operator				
7	Operator				
8	Drug Manufacture & other skilled worker				
III	Semi Skilled:				
1	Assistant Pharmacists	Basic VDA Total	3868.00 408.00 4276.00	3802.00 408.00 4210.00	3769.00 408.00 4177.00
2	Lab Assistant				
3	Store in Charge				
4	Assistant Electrician				
5	Salesman and Other Semi-skilled Labourer				
IV	Unskilled:				
1	Filling and Ceiling	Basic VDA Total	3609.00 408.00 4017.00	3600.00 408.00 4008.00	3594.00 408.00 4002.00
2	Strawyer				
3	Cutting				
4	Machine Helper/ Helper				
5	Labelling				
6	Packers				
7	Assistant				
8	Cleaner				

9	Mazdoors				
10	Sweepers and Other Un skilled Labour				
V	Office Staff:	Basic	3902.00	3765.00	3748.00
1	Accountant	VDA	408.00	408.00	408.00
		Total	4310.00	4173.00	4156.00
2	Clerk	Basic	3720.00	3665.00	3637.00
3	Typist	VDA	408.00	408.00	408.00
		Total	4128.00	4073.00	4045.00
4	Driver	Basic	3650.00	3623.00	3608.00
		VDA	408.00	408.00	408.00
		Total	4058.00	4031.00	4016.00
5	Office Boy	Basic	3609.00	3600.00	3594.00
		VDA	408.00	408.00	408.00
		Total	4017.00	4008.00	4002.00

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

Zone II: Shall comprise all District Head Quarters.

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

VDA : All categories of employees: 4 paise per point per day over and above 3944 Points.

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



Notification No. KAE 41 LMW 2001 dated 29-01-05

Published in Gazette dated 10-08-2005

Cost of Living Allowance to be paid over and above 2601 points

Cost of Living Index: 4284-2601 = 1683 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month	
			Zone-I	Zone-II
<i>1</i>	<i>2</i>		<i>3</i>	<i>4</i>
I	<u>Highly Skilled:</u>			
1	Personnel Officer	Basic	2913.70	2844.40
2	Manager (Production)	VDA	1514.70	1514.70
3	Foreman	Total	4428.40	4359.10
4	Supervisor			
II	<u>Skilled:</u>			
1	Electrician			
2	Fitter			
3	Turner			
4	Operator			
5	Technician			
6	Metal Caster			
7	Metal Roller			
8	Shafterman	Basic	2739.80	2670.60
9	Metal welder	VDA	1514.70	1514.70
10	Welder cum Gas Cutter	Total	4254.50	4185.30
11	Maistry			
12	Chemist			
13	Blacksmith			
14	Burner			
15	Tongsman			
16	Laboratory Incharge			
17	Iron Glass Cutter			
18	For other skilled works			
III	<u>Semi-Skilled:</u>			
1	Assistant			
2	Laboratory Assistant	Basic	2567.20	2497.90
3	Hammer Man	VDA	1514.70	1514.70
4	Fireman	Total	4081.90	4012.60
5	Driver			
6	Other Semi-skilled workers			
	<u>IV. Unskilled:</u>			
1	Greaser			
2	Hookman			
3	Loader and Unloader,			

	Loader and bundling worker	Basic	2309.80	2298.80
		VDA	1514.70	1514.70
4	General workers	Total	3824.50	3813.50
5	Watchman			
6	Helper			
7	Mill worker			
8	End cutting Cutter			
9	Sweeper & other Un-skilled workers			
	<u>V .Office Staff:</u>			
1	Manager	Basic	2601.30	2567.20
2	Accountant	VDA	1514.70	1514.70
3	Stenographer	Total	4116.00	4081.90
4	Typist	Basic	2419.80	2363.50
5	Clerk	VDA	1514.70	1514.70
		Total	3934.50	3878.20
6	Office Boy	Basic	2367.00	2298.80
		VDA	1514.70	1514.70
		Total	3881.70	3813.50

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: All categories of employees: 3 paise per point per day over and above 2601 points.

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



Notification No. KAE 40 LMW 2001 dated 24-05-05

Published in Gazette dated 06-06-05

Minimum Wages with effect from 01-12-96

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

Cost of Living Index: 4284-2703=1581 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month	
			Zone-I	Zone-II
1	2		3	4
	<u>I.Highly Skilled</u>			
1	Manager (Personnel)			
2	Production Manager	Basic	2820.60	2758.60
3	Welding Maistry	VDA	1422.90	1422.90
4	Supervisor	Total	4243.50	4181.50
5	Rolling Ballet Maistry			
6	Fore man			
	<u>II. Skilled:</u>			
1	Roller Electrician			
2	Casting man			
3	Sheet Cutter			
4	Fitter			
5	Welders Technician			
6	Operator Metal Capter	Basic	2663.60	2600.60
7	Turner Metal Roller	VDA	1422.90	1422.90
8	Tongueman – Shafferman	Total	4086.50	4023.50
9	Cutting Machinery			
10	Operator			
11	Blacksmith			
12	Shaper			
13	Electrician			
	Other skilled labourers			
	<u>III. Semi-Skilled:</u>			
1	Assistant Casting man			
2	Assistant Fitter			
3	Assistant Turner			
4	Circle Cutter			
5	Store Keeper			
6	Tote man	Basic	2505.60	2442.60
7	Crane Operator	VDA	1422.90	1422.90
8	Pressure man	Total	3928.50	3865.50
9	Hook man			
10	Fireman			
11				

12	Truck Driver			
13	Driver Other Semi-skilled Labourers			
	<u>IV. Un-Skilled:</u>			
1	Greaser man			
2	Batti man			
3	Candy man	Basic	2226.60	2200.60
4	Watch man	VDA	1422.90	1422.90
5	Sweeper	Total	3649.50	3623.50
6	Helper			
7	Unskilled labourers not shown above			
	<u>V. Office Staff:</u>			
1	Manager	Basic	2537.60	2505.60
2	Accountant	VDA	1422.90	1422.90
		Total	3960.50	3928.50
3	Clerk	Basic	2371.60	2318.60
4	Typist	VDA	1422.90	1422.90
		Total	3794.50	3741.50
6	Office Boy	Basic	2271.60	2262.60
		VDA	1422.90	1422.90
		Total	3694.50	3685.50

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

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

V.D.A: All categories of employees: 3 paise per point per day over and above 2703 points.

44. MINI CEMENT PLANT INDUSTRY



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

Published in Gazette dated 3-3-2011

Minimum Wages with effect from 1-4-2010

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

Cost of Living Index: 4284 - 3944 = 340 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month	
			Zone-I	Zone-II
1	2		3	4
	<u>I. Highly Skilled:</u>			
1	Foreman	Basic	4100.20	3929.20
2	Civil Supervisor	VDA	408.00	408.00
3	Electrical Supervisor	Total	4508.20	4337.20
4	Manager			
	<u>II Skilled:</u>			
1	Mechanic			
2	Fitter-cum-Cutter			
3	Electrician	Basic	3934.20	3868.20
4	Turner	VDA	408.00	408.00
5	Chemist (Graduate)	Total	4342.20	4276.20
6	Welder			
7	Other labourer for skilled work			
8	Driver			
	<u>III Semi Skilled:</u>			
1	D.G. Cell Operators	Basic	3769.20	3703.20
2	Assistant Fitter	VDA	408.00	408.00
3	Assistant Welder	Total	4177.20	4111.20
4	Store Keeper			
5	Other semi skilled labourers			
	<u>IV Unskilled:</u>			
1	Packer	Basic	3664.20	3655.20
2	Cleaner	VDA	408.00	408.00
3	Helper	Total	4072.20	4063.20
4	Crusher			
5	Watch man			
6	Sweeper			
7	Other unskilled labourer			
	<u>V. Office Staff:</u>			
1	Accountant	Basic	3943.20	3910.20
		VDA	408.00	408.00
		Total	4351.20	4318.20

2	Clerk Typist	Basic	3769.20	3713.20
3		VDA	408.00	408.00
		Total	4177.20	4121.20
4	Office Assistant	Basic	3664.20	3655.20
		VDA	408.00	408.00
		Total	4072.20	4063.20

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

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

V.D.A: All categories of employees:4 paise per point per day over and above 3944 points.

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



Notification No. KAE 44 LMW 01 dated 26-05-05

Published in Gazette dated 14-06-05

Minimum Wages with effect from 14-06-05

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

Cost of Living Index: 4284-2703=1581 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month	
			Zone-I	Zone-II
1	2		3	4
I	<u>Highly Skilled:</u>			
1	Manager	Basic	2686.60	2623.60
2	Electrical Engineer	VDA	1422.90	1422.90
3	Supervisor	Total	4109.50	4046.50
II	<u>Skilled:</u>			
1	Maistry			
2	Machine Operators	Basic	2663.60	2600.60
3	Press Mechanic	VDA	1422.90	1422.90
4	Mosaic Presser	Total	4086.50	4023.50
5	Grinder			
6	Other skilled labourer			
	<u>III.Semi Skilled:</u>			
1	Polisher	Basic	2505.60	2442.60
2	Manufacturer of Mosaic tiles and other semi-skilled labourer	VDA	1422.90	1422.90
		Total	3928.50	3865.50
3	Driver	Basic	2461.60	2402.60
		VDA	1422.90	1422.90
		Total	3884.50	3825.50
IV	<u>IV. Unskilled:</u>			
1	Mixing man/Mixer			
2	Tiles carrier	Basic	2271.60	2262.60
3	Loading & unloading	VDA	1422.90	1422.90
4	Helper	Total	3694.50	3685.50
5	Watch man			
6	Security			
7	Sweeper			
8	Mazdoor			
9	Cleaner			
10	Unskilled labourer not shown above			

	<u>V. Office Staff:</u>			
1	Accountant	Basic	2546.60	2505.60
2	Stenographer	VDA	1422.90	1422.90
		Total	3969.50	3928.50
3	Clerk	Basic	2371.60	2318.60
4	Typist	VDA	1422.90	1422.90
		Total	3794.50	3741.50
5	Office Boy	Basic	2271.60	2262.60
		VDA	1422.90	1422.90
		Total	3694.50	3685.50

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: All categories of employees: 3 paise per point per day over and above 2703 points.

46. OIL MILLS



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

Published in Gazette dated 2-4-2009

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

Cost of Living Index: 4284 - 2703=1581 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per day	
			Zone-I Per day	Zone-II Per day
<i>1</i>	<i>2</i>		<i>3</i>	<i>4</i>
		Per day		
1 2	I. Skilled-A: Supervisor Technical Supervisor	Basic	105-70	103-80
		VDA	63-85	63-85
		Total	169-55	167-65
1 2 3 4 5 6 7 8	II. Skilled-B: Engine Driver Plumber (Mechanic) Boiler Attender Solderer Tin Maker Expeller Driver Operator Carpenter	Basic	101-90	99-80
		VDA	63-85	63-85
		Total	165-75	163-65
		Basic	97-70	95-60
		VDA	63-85	63-85
		Total	161-55	159-55
		Basic	94-60	86-20
		VDA	63-85	63-85
Total	158-45	150-05		
			(per month)	
1 2	V. Other Staff: Clerk/Typists Lorry Drivers	Basic	2614-50	2548-40
		VDA	1660-05	1660-05
		Total	4274-55	4208-45

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: All categories of employees: 3.5 paise per point per day over and above 2703 points.

47.. PETROL AND DIESEL OIL PUMPS INDUSTRY

Notification No.KAE 64 LMW 1996, Dated 24-05-2005

Published in Gazette dated 06-06-2005

Minimum Wages with effect from 06-06-2005

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

Cost of living index: 4284- 2703=1581 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month	
			Zone-I	Zone-II
1	2		3	4
I	Supervisor	Basic	2380.00	2246.00
		VDA	1422.90	1422.90
		Total	3802.90	3668.90
2	Bill Collector	Basic	2228.20	2142.10
		VDA	1422.90	1422.90
3	Pump Attender	Total	3651.10	3565.00
4	Manager	Basic	2559.60	2494.50
		VDA	1422.90	1422.90
		Total	3982.50	3917.40
3	Accountant	Basic	2439.00	2385.30
		VDA	1422.90	1422.90
		Total	3861.90	3808.20
6	Clerk	Basic	2380.00	2330.70
7	Cashier	VDA	1422.90	1422.90
8	Typist	Total	3802.90	3753.60
2. Skilled workers				
Roller Electrician				
Casting man		Basic	2663.60	2600.60
Sheet Cutter		VDA	1422.90	1422.90
Fitter		Total	4086.50	4023.50
Welder Technician				
Operator metal Caster				
Turner metal Roller				
Tangshan Shaper man				
Cutting machine Operator				
Blacksmith				
Shaper		Basic	2663.60	2600.60
Electrician		VDA	1422.90	1422.90
Other skilled work		Total	4086.50	4023.50

3. Semi Skilled workers				
1	Assistant Casting man	Basic	2505.60	2442.60
2	Assistant Fitter	VDA	1422.90	1422.90
3	Assistant Turner	Total	3928.50	3865.50
4	Circle Cutter			
5	Store Keeper			
6	Tote man			
7	Crane Operator			
8	Pressure man			
9	Hook man			
10	Fireman			
11	Truck Driver			
12	Driver			
13	Other semi-skilled workers			
4. Unskilled worker				
1	Greaser man			
2	Butti man			
3	kandy man	Basic	2226.60	2200.60
4	Watchman	VDA	1422.90	1422.90
5	Sweeper	Total	3649.50	3623.50
6	Helper			
7	Other Unskilled workers			
5. Office Staff				
1	Manager	Basic	2537.60	2505.60
2	Accountant	VDA	1422.90	1422.90
		Total	3960.50	3928.50
3	Typist	Basic	2371.60	2318.60
4	Cleark	VDA	1422.90	1422.90
		Total	3794.50	3741.50
5	Office Boy	Basic	2271.60	2262.60
		VDA	1422.90	1422.90
		Total	3694.50	3685.50

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

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

VDA: 3 paise per point per day over and above 2703 Points

48. PLASTIC, POLY PLASTIC, 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: 4284-3944= 340points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month	
			Zone-I	Zone-II
1	2		3	4
1	Manager			
2	Supervisor			
3	Machine Operator	Basic	4392.41	4326.26
4	Operator	VDA	408.00	408.00
5	Fitter Machinist	Total	4800.41	4734.26
6	Machine Driver			
7	Fitter			
8	Electrician			
9	Boiler Operator			
10	Moulder Compound Covering	Basic	4368.26	4302.11
11	Weaver and Binder	VDA	408.00	408.00
12	Folders	Total	4776.26	4710.11
13	Mixer			
14	Godown Keeper			
15	Packers			
16	Pipe manufacturers			
17	Plastic Carriers			
18	Cleaner	Basic	3956.66	3947.21
19	Mazdoor	VDA	408.00	408.00
20	Watchman	Total	4364.66	4355.21
21	Attender			
22	Sweeper			
23	Accountant	Basic	4235.96	4202.36
		VDA	408.00	408.00
		Total	4364.66	4610.36

24	Driver	Basic	4155.96	4095.26
25	Clerk	VDA	408.00	408.00
		Total	4563.96	4503.36
26	Typist	Basic	4061.66	4007.16
		VDA	408.00	408.00
		Total	4469.66	4415.16
27	Office boy	Basic	3956.66	3947.21
28	Helper	VDA	408.00	408.00
		Total	4364.66	4355.21

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: All categories of Employees: 4 paise per point per day over and above 3944 points.

49. PRINTING INDUSTRY



Notification No. KAE 44 LMW 2006 dated 02-03-09

Published in Gazette dated 26-3-2009

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

Cost of Living Index: 4284 – 2703 = 1581 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No	Class of Employment		Minimum rates of wages					
			Zone-1 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
	<u>I. Skilled:</u>							
1	Compositor							
2	Printer							
3	Binder							
4	Monocaster							
5	Type Caster	Basic	106-00	102-60	101-80	2758-40	2675-40	2648-00
6	Block Maker	VDA	63.84	63.84	63.84	1660.05	1660.05	1660.05
7	Process Engraver	Total	169.84	166.44	165.64	4418-45	4335-45	4308-05
8	Proof Reader							
9	Cylinder man							
10	Treadle Press man							
11	Plate man							
12	Dark Room Assistant							
	<u>II.Semi Skilled:</u>							
1	Ruling Feeder							
2	Letter Press							
3	Feeder	Basic	102-00	101-10	100-50	2656-00	2626-10	2580-90
4	Checker	VDA	63.84	63.84	63.84	1660.05	1660.05	1660.05
5	Packer	Total	165.84	164.94	164.34	4316.05	4286-15	4240-95
6	Perforator							
7	Cutter/Sewer							
8	folder							
	Sewing Mechine Man							
	Assistant to skilled worker							

III.Un-Skilled:								
1	Peon/Watch man/Office boy	Basic VDA	98-20 63.84	97-10 63.84	94-20 63.84	2550-50 1660.05	2526-50 1660.05	2448-00 1660.05
2	Sweeper	Total	162.04	160.94	158.04	4210.55	4186-55	4108-05
3	Cleaner & Mazdoors							
4	Any other categories of unskilled employees not specified above							
1	IV.Office Staff: Clerk/ Typist	Basic VDA Total	- - -	- - -	- - -	2679-60 1660.05 4339-65	2541-00 1660.05 4201-05	2533-70 1660.05 4193-75
2	Cashier	Basic VDA Total	- - -	- - -	- - -	2748-40 1660.05 4408-45	2726-30 1660.05 4386-35	2703-20 1660.05 4363-25
3	Store keeper	Basic VDA Total	- - -	- - -	- - -	2691-70 1660.05 4351-75	2663-90 1660.05 4323-95	2651-30 1660.05 4311-35

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

Zone-II: Comprises District Head Quarters

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

V.D.A: All categories of Employees: 3.5 paise per point per day over and above 2703 points.

50. PRIVATE FINANCE CORPORATIONS & CHIT FUNDS



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

Published in Gazette dated 3-3-2011

Minimum Wages with effect from 1-4-2010

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

Cost of Living Index: 4284 – 3944 = 340 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

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	408.00	408.00
3	Training Officer	Total	4648.20	4594.20
4	Field Representative			
5	Accountant/Cashier Clerk	Basic	3943.20	3909.20
6		VDA	408.00	408.00
		Total	4351.20	4317.20
7	Bill Clerk			
8	Advisor			
9	Typist	Basic	3910.20	3877.20
10	Office Assistant	VDA	408.00	408.00
11	Trainee Assistant	Total	4318.20	4285.20
12	Driver			
13	Peon			
14	Watch man			
15	Pigmy Agent/Bill			
16	Collector	Basic	3664.20	3655.20
17	Assistant	VDA	408.00	408.00
18	Helper	Total	4072.20	4063.20
19	Cleaner			
	Office boy			

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

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

V.D.A: All categories of Employees: 4 paise per point per day over and above 3944 points.

51. PRIVATE SAFAI KARMACHARI



Notification No. KAE 125 LMW 2008 dated 21-9-2010

Published in Gazette dated 28-10-2010

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

Cost of Living Index: 4284 – 3944 = 340 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment	Minimum rates of wages per day (In Rs.)			
			Zone A	Zone B	Zone C
1.	Safai Karmacharis, Underground drainage, Floor, Bath Room & Toilet, and other workers engaged in similar kinds of work	Basic	194.00	164.00	134.00
		VDA	15.69	15.69	15.69
		Total	209.69	179.69	149.69

Zone-A: Shall comprise the City Agglomeration area and District Head Quarters City Agglomeration area

Zone-B: Comprises District Head Quarters

Zone-C: Comprises of other areas in the State not covered by Zone – A and B.

V.D.A: All categories of Employees: 4 paise per point per day over and above 3944 points.

52. PROCUREMENT, PROCESSING AND DISTRIBUTION OF MILK



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

Published in Gazette dated 04-03-2011

Minimum Wages with effect from 01-04-2010

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

Cost of Living Index: 4284 -3944=340 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment	Minimum rates of wages per month	
		Zone-I	Zone-II
1	2	3	4
	<u>I. Highly Skilled:</u>		
1	Manager	Basic 4237.50	4168.20
2	Technical Officer	VDA 408.00	408.00
3	Veterinary Officer	Total 4645.50	4576.20
4	Supervisor		
	<u>II. Skilled:</u>		
1	Mechanic	Basic 4064.25	3993.90
2	Technician	VDA 408.00	408.00
3	Machine Operator	Total 4472.25	4401.90
4	Operator		
5	Other skilled Labourer		
	<u>III. Semi Skilled:</u>		
1	Assistant Mechanic	Basic 3889.95	3886.49
2	Sales man	VDA 408.00	408.00
3	Other Semi skilled	Total 4297.95	4294.49
4	Labourer Driver		
	<u>IV. Un-Skilled:</u>		
		Basic 3587.55	3553.95
1	Assistant	VDA 408.00	408.00
2	Supplier	Total 3995.55	3961.95
3	Attender		
4	Helper		
5	Watch man		
6	Cleaner		
7	Mazdoor		
8	Sweeper		
9	Un-Skilled Labourers not mentioned above		

<u>V.Office Staff:</u>				
1	Accountant	Basic	3925.65	3889.95
2	Clerk	VDA	408.00	408.00
		Total	4333.65	4297.95
3	Typist	Basic	3889.95	3856.35
		VDA	408.00	408.00
		Total	4297.95	4264.35
4	Salesman	Basic	3631.65	3622.20
5	Office Boy	VDA	408.00	408.00
		Total	4039.65	4030.20

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

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

V.D.A: All categories of Employees: 3 paise per point per day over and above 2397 points.

53. PUBLIC MOTOR TRANSPORT



Notification No. KAE 189 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: 4284 - 3944 = 340 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month
1	2		3
I 1	<u>Operational Staff:</u> Driver	Basic	4095.00
		VDA	306.00
		Total	4401.00
2	Checking Inspector / Traffic Supervisor	Basic	3856.00
		VDA	306.00
		Total	4162.00
3	Conductor	Basic	3479.00
		VDA	306.00
		Total	3785.00
4	Cleaner Attached to Lorries	Basic	3898.00
		VDA	306.00
		Total	4204.00
5 6	<u>II.Ministerial Staff:</u> Accountant Cashier	Basic	3898.00
		VDA	306.00
		Total	4204.00
7	Clerk, Booking Agent and Assistant Cashier	Basic	3856.00
		VDA	306.00
		Total	4162.00
8	Time keeper	Basic	3814.00
		VDA	306.00
		Total	4120.00
9	<u>Workshop Staff:</u> Cleaner	Basic	2419.00
		VDA	306.00
		Total	2725.00

10	Greaser		
11	Oiler		
12	Watchman	Basic	3437.00
		VDA	306.00
13	Un-Skilled Labourer Peon, Office Boy and Helper	Total	3743.00
14	Fitter	Basic	3835.00
15	Auto Fitter	VDA	306.00
		Total	4141.00
16	Hammer man	Basic	3598.00
		VDA	306.00
		Total	3904.00
17	Assistant Mechanic		
18	Tinker		
19	Liner		
20	Painter		
21	Electrician	Basic	3898.00
22	Turner	VDA	306.00
23	Tin Smith	Total	4204.00
24	Battery man		
25	Artisan-B		
26	Vulcanizer		
27	Mechanic		
28	Carpenter	Basic	3800.00
29	Blacksmith	VDA	306.00
30	Welder	Total	4106.00
31	Artisan-A (All Trades)	Basic	3598.00
		VDA	306.00
		Total	3904.00
32	Artisan-A (All Trades)	Basic	3909.00
		VDA	306.00
		Total	4215.00

V.D.A: All categories of employees: 3 paise per point per day over and above 3944 points.

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

Notification No. KAE 46 LMW 2008 Dated :21-07-2008

Published in gazette dated 12-08-2008

Minimum Wages with effect from

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

Cost of living index: 4284- 2967=1317 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month	
			Zone-I	Zone-II
1	2		3	4
I	Highly Skilled	Basic	3370.00	3367.00
1	Supervisor	VDA	1185.30	1185.30
2	Shift Incharge	Total	4555.30	4552.30
3	Foreman			
II	Skilled:			
1	Fitter	Basic	3215.00	3143.00
2	Rewinding Operator	VDA	1185.30	1185.30
3	Boiler Operator	Total	4397.30	4328.30
4	Pulp milk Operator			
5	Machine Operator			
6	Tunner			
7	Electrician			
8	Carpenter			
III	Semi – Skilled	Basic	3055.00	2992.00
1	Mold Operator	VDA	1185.30	1185.30
2	Rewinding Operator	Total	4240.30	4177.30
3	Pulp Operator			
4	Assistant Operator			
5	Driver	Basic	3010.00	2944.00
		VDA	1185.30	1185.30
		Total	4195.30	4129.30
IV	Unskilled:			
1	Oil man			
2	Sector Mazdoor			
3	Helper			
4	Boiler Mazdoor			
5	Any other category of employee which is not included above	Basic	2128.00	2811.00
		VDA	1185.30	1185.30
		Total	4006.30	3996.30

V 1	Office Staff Accountant	Basic VDA Total	3086.00 1185.30 4271.30	3055.00 1185.30 4240.30
2 3	Typist/ Clerk Computer Operator	Basic VDA Total	2910.00 1185.30 4095.30	2868.00 1185.30 4053.30
4	Office Boy/Peon	Basic VDA Total	2739.00 1185.30 3924.30	2728.00 1185.30 3913.30

Zone I: Bangalore City Agglomeration Areas City Corporation areas of the District and Agglomeration Area.

Zone II: District head quarters in the State

VDA: All categories employees: 3 paise per point per day over and above 2967 Points

55. RICE FLOUR OR DHAL MILLS

Notification No. KAE 70 LMW 2005 Dated :28-07-2008

Published in gazette dated 18-08-2008

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

Cost of living index: 4284- 3196=1088 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per day
1	2		3
I 1	<u>Skilled –A:</u> Technical Supervisors	Basic VDA Total	122.90 37.66 160.56
II 1 2 3 4 5 6	<u>Skilled-B:</u> Boiler Attendent Engine Driver Machinist Carpenter Operator Plant man	Basic VDA Total	119.90 37.66 157.56
III 1 2 3 4 5 6 7	<u>Semi – Skilled</u> Oiler Fireman Fitter roller man Mechanic man Oil man Measurer Weigh man	Basic VDA Total	117.90 37.66 155.56
IV 1 2 3	<u>Unskilled-A:</u> Carrier Hamali Loader & Stocker	Basic VDA Total	113.90 37.66 151.56
V	<u>Unskilled-B:</u>		
1 2 3 4 5 6 7	Watch man Peon Messenger Sweeper Cleaner Spreader Mazdoor & other category of unskilled (employee which is not specified)	Basic VDA Total	111.90 37.66 149.56

	above)		
			(Per Month)
VI	Other Staff	Basic	3130.70
1	Typist/ Clerk	VDA	979.20
		Total	4109.90
2	Lorry Driver	Basic	3084.50
		VDA	979.20
		Total	4063.70

VDA: All categories employees: 3 paise per point per day over and above 3196 Points

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

Notification No. KAE 42 LMW 2001 Dated :21-03-2005

Published in gazette dated 23-04-2005

Minimum Wages with effect from 21-03-2005

Cost of Living allowance to be paid over and above 2601 points

Cost of living index: 4284- 2601=1683 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment	Minimum rates of wages per month		
			Zone-I	Zone-II
1	2		3	4
I	Highly Skilled	Basic	2945.30	2822.30
1	Manager	VDA	1767.15	1767.15
2	Engineer	Total	4712.45	4589.45
3	Foremen	Basic	2890.30	2748.30
4	Supervisor	VDA	1767.15	1767.15
5	Tyre Inspector	Total	4657.45	4515.45
II	Skilled:			
1	Chemist			
2	Operator			
3	Wire man			
4	Electrician			
5	Mechanich – cum - Operator			
6	Boiler Attendent			
7	Technician			
8	Turner			
9	Welder			
10	Mixing mill workers	Basic	2788.30	2719.30
11	Extrusion workers	VDA	1767.15	1767.15
12	Fitter	Total	4555.45	4486.45
13	Roller man			
14	Mechanic			
15	Boiler smith			
16	Machine Operator			
	Machine operators, including farm division			
17	Black smith			
18	Carpenter			
19	Mechanist			
20	VulcanizerMoulder, Tyre examiner, & tyre retreading division			
21	Cycle riksha , Type forming wprkers			

III	<u>Semi – Skilled</u>			
1	Assistant mechanic			
2	Assistant Operator			
3	Conductor			
4	Forester			
5	Store keeper	Basic	2630.30	2567.30
6	Technical Assistant	VDA	1767.15	1767.15
7	Rubber chappal manufacturer	Total	4397.45	4334.45
8	Work shop attenders			
9	Vulcanizer and workers engaged in Vulcanizing Press			
10	Moulding workers and moulding press Operators			
11	Workers engaged trimming and assembling of chappals			
12	New making workers			
13	Workers engaged in type & tube manufacturing			
14	Cutting press worker			
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	2586.30	2519.30
		VDA	1767.15	1767.15
		Total	4353.45	4286.45
IV	<u>Unskilled:</u>			
1	Helper			
2	Packer			
3	Head Load worker			
4	Watchman			
5	Cleaning & Lorry Cleaners			
6	Loading / Unloading workers			
7	Peon / Mazdoor			
8	Fibre dyeing workers & mazdoors in fiber rubber division	Basic	2396.30	2387.30
9	Transportation of goods workers	VDA	1767.15	1767.15
10	Number markers	Total	4163.45	4154.45
11	Rubber cutting workers			
12	Weighers			
13	Assistants in machine division(Lifting &			

14	transporting) Despatching workers	Basic	2396.30	2387.30
15	Attenders in dying room & cleaners in tyre retreading division & other unskilled labourers	VDA Total	1767.15 4163.45	1767.15 4154.45
V	Office Staff			
1	Accountant	Basic	2662.30	2630.30
2	Stenographer	VDA Total	1767.15 4429.45	1767.15 4397.45
3	Clerks			
4	Typist	Basic VDA Total	2496.30 1767.15 4263.45	2444.30 1767.15 4211.45
5	Office Boy	Basic VDA Total	2396.30 1767.15 4163.45	2387.30 1767.15 4154.45
Sl. No.	Class of Employment		Per day	Per month
1	On Piece rate basis transportation slitting peels for soaking in water (1000 peels) For 1000 peels			
2	To remove slitter peels from the pits(1000) Beating of perished peels Fibre twisters	Basic	91.80	2387.30
	a) 1.80 mtr 100coil fiber 1 bundle	VDA	67.96	1767.15
	b) 2.15 mtr 100coil fiber 1 bundle	Total	159.76	4154.45
	c) 2.88 mtr 100coil fiber 1 bundle			
	d) 3.60 mtr 100coil fiber 1 bundle			
	e) 4.32 mtr 100coil fiber 1 bundle			
	Supply cleaned fibers by machineries			
	a) 1.80 mtr 100coil fiber 1 bundle			
	b) 2.15 mtr 100coil fiber 1 bundle			

	c) 2.88 mtr 100coil fiber 1 bundle d) 3.60 mtr 100coil fiber 1 bundle e) 4.32 mtr 100coil fiber 1 bundle	Basic VDA Total	91.80 67.96 159.76	2387.30 1767.15 4154.45
7	<u>Rope Making</u> a)To make rope measuring 4.50cm out of 33kg coir (fibre)	Basic VDA Total	91.80 67.96 159.76	2387.30 1767.15 4154.45
	b) To make rope measuring 5.00 cm out of 33kg coir (fibre)			
	c) To make rope measuring 10cm out of 33kg coir (fibre)			
	d)To make rope measuring 3.80cm out of 33kg coir (fibre)			
8	Foot rug mat making			
9	To make 30 or 35 kg coir in to bundle of a)By machine b)By manual			

VDA: For all categories of employees: 3 .5 paise per point per day over and above 2601 Points

Zone I: Shall comprise the Bangalore Corporation Areas and: District Head quarters Agglomeration Areas

Zone II: Shall comprise other than the areas, mentioned in Zone- I

**57. SALES REPRESENTATIVES IN MEDICINE PROFESSIONALS,
CONSUMER ITEMS AND SERVICE**



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

Published in Gazette dated 3-3-2011

Minimum Wages with effect from 1-4-2010

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

Cost of Living Index: 4284 – 3944 = 340 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month
<i>1</i>	<i>2</i>		<i>3</i>
1	Area Sales Manager / Officer	Basic	4978.00
2	Sales Officer	VDA	408.00
3	Sales Officer / Marketing Executive	Total	5386.00
4	Sales Executive		
5	Medical Sales Representative	Basic	4455.10
6	Sales Representative	VDA	408.00
7	Technical Representative	Total	4863.10
8	Driver	Basic	4063.45
		VDA	408.00
		Total	4471.45
9	Mazdoor	Basic	3989.95
10	Watchman	VDA	408.00
11	Sales Boy	Total	4397.95
Office Staff:			
12	Accountant	Basic	4315.45
		VDA	408.00
		Total	4723.45
13	Clerk/ Typist	Basic	4132.75
		VDA	408.00
		Total	4540.75
14	Office Boy	Basic	3989.95
		VDA	408.00
		Total	4397.95

V.D.A: All categories of employees: 4 paise per point per day over and above 3944 points.

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

Notification No. KAE 21 LMW 2001 Dated :14-11-2002

Published in gazette dated

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

Cost of living index: 4284- 2397=1887 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment	Minimum rates of wages per month		
			Zone-I	Zone-II
1	2		3	4
1	Security Supervisor	Basic	2631.00	2560.00
2	Security Officer	VDA	1698.30	1698.30
3	Field Officer	Total	4329.30	4263.30
4	Manager			
5	Security Inspector	Basic	2466.00	2399.00
6	Assistant Security Officer	VDA	1698.30	1698.30
		Total	4164.30	4097.30
7	Head Guard	Basic	2323.00	2291.00
		VDA	1698.30	1698.30
		Total	4021.30	3989.30
8	Intelligence & Fire fighting	Basic	2300.00	2234.00
9	Security Guard	VDA	1698.30	1698.30
10	Assistant	Total	3998.30	3932.30
11	Lady Guard/ Lady Searchers			
12	Supervisor	Basic	2333.00	2300.00
13	Accountant	VDA	1698.30	1698.30
14	Cashier	Total	4031.30	3998.30
15	Stenographer			
16	Clerk	Basic	2300.00	2267.00
17	Typist	VDA	1698.30	1698.30
18	Receptionist	Total	3998.30	3965.30
19	Computer Operator			
20	Driver			
21	Attender	Basic	2054.00	2044.00
22	Office Boy	VDA	1698.30	1698.30
23	Peon	Total	3752.30	3742.30

Zone I: Bangalore City Agglomeration Areas City Corporation areas of the District and Agglomeration Area.

Zone II: Places other than those mentioned in Zone-I

VDA: All categories employees: 3 paise per point per day over and above 2397 Points

59.(a) SERICULTURE

Notification No. KAE 08 LMW 1990 Dated :06-04-2007
Published in gazette dated 03-05-2007
Minimum Wages with effect from 03-05-2007
Cost of Living allowance to be paid over and above 2822 points
Cost of living index: 4284- 2822=1462 points
Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl.No.	Class of Employment		Minimum rates of wages per day		
			Zone-I	Zone-II	Zone-III
1	2		3	4	5
I Grainage					
1	Separation of cross breeding of cocoons	Basic VDA Total	106.00 59.04 165.04	105.00 59.04 164.04	104.00 59.04 163.04
2	Work relating to separation of sex				
3	Pairing				
4	Work relating to eggs laying				
5	De-Pairing				
6	Chemical treatment of the egg sheet to keep it hygienically				
II Chaki rearing and worm rearing					
1	Disinfection of Cabin	Basic VDA Total	106.00 59.04 165.04	105.00 59.04 164.04	104.00 59.04 163.04
2	Chopping worm rearing and nourishing with chemicles				
3	Delicate work of moulding				
4	Putting the worms to the Bamboo trays harvesting				
III Cocoon market					
1	Unloading the Baskets containing Cocoons in the market After the auction filling it up in	Basic VDA Total	108.00 59.04 167.04	106.00 59.04 165.04	99.00 59.04 158.04
2	the basket & taking it to the weighing bridge				
	Weighing/ Load & Unloading				
4	Any other similar job				

IV	Silk farm / Mulberry Garden:		Dry Land	Wet Land	Garden Land
1	Digging	Wages VDA Total	99.00 59.04 158.04	102.00 59.04 161.04	105.00 59.04 164.04
2	Ploughing				
3	Harrowing				
4	Mounting				
5	Inter- cultivation				
6	Up-rooting	Wages VDA Total	99.00 59.04 158.04	101.00 59.04 160.04	102.00 59.04 161.04
7	Picking of leaves				
8	Admixtures of chemicles & fertilizers	Wages VDA Total	104.00 59.04 163.04	105.00 59.04 164.04	106.00 59.04 165.04
9	Spraying of chemicles & fertilizers & Chemical treatment				
V	Nursery				
1	Prone Cutting	Wages VDA Total	99.00 59.04 158.04	101.00 59.04 160.04	102.00 59.04 161.04
2	Preparation of nursery bed				
3	Ridges & Ferrow				
4	Water management				
5	Weeding				
6	Any other job	Wages VDA Total	98.00 59.04 157.04	104.00 59.04 163.04	105.00 59.04 164.04

Zone I: Bangalore City Agglomeration Areas

Zone II: District Head Quarters Agglomeration Areas

Zone III: : Shall comprise other areas, which are not covered in Zone I and Zone II in the State

VDA: All categories of employees:3.5 paise per point per day over and above 2822 Points

59.(b) SERICULTURE

Notification No. KAE 54 LMW 2004 Dated :25-05-2005

Published in gazette dated 14-06-2005
Minimum Wages with effect from 14-06-2005
Cost of Living allowance to be paid over and above 2703 points
Cost of living index: 4284- 2703=1581 points
Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl.No.	Class of Employment		Minimum rates of wages per day		
			Zone-I	Zone-II	Zone-III
1	2		3	4	5
I Grainage					
1	Graduate Assistant	Basic VDA Total	101.50	99.50	98.50
2	Stenographer		54.72	54.72	54.72
3	Graduate Typist		166.22	154.22	153.22
4	Ottu Inspector				
5	Non Graduate Typist	Basic VDA Total	98.50	97.50	96.50
6	Electrician		54.72	54.72	54.72
7	Driver		153.22	152.22	151.22
8	Literate Attender				
		Basic VDA Total	97.50 54.72 152.22	96.50 54.72 151.22	95.50 54.72 150.22
II Chaki rearing and worm rearing (Technical Service Centre)					
1	Graduate Assistant	Basic VDA Total	101.50	99.50	98.50
2	Stenographer		54.72	54.72	54.72
3	Graduate Typist		166.22	154.22	153.22
4	Non Graduate Typist	Basic VDA Total	98.50	97.50	96.50
5	Electrician		54.72	54.72	54.72
6	Driver		153.22	152.22	151.22
7	Literate Attender	Basic VDA Total	97.50 54.72 152.22	96.50 54.72 151.22	95.50 54.72 150.22

III	Cocoon market				
1	Graduate Assistant	Basic	101.50	99.50	98.50
		VDA	54.72	54.72	54.72
		Total	166.22	154.22	153.22
2	Stenographer				
3	Graduate Typist				
4	Non Graduate Typist	Basic	98.50	97.50	96.50
		VDA	54.72	54.72	54.72
		Total	153.22	152.22	151.22
5	Electrician				
6	Driver				
7	Literate Attender	Basic	97.50	96.50	95.50
		VDA	54.72	54.72	54.72
		Total	152.22	151.22	150.22
IV	Silk farms:				
1	Worm Tester (Worm Inspector)	Basic	101.50	99.50	98.50
		VDA	54.72	54.72	54.72
		Total	166.22	154.22	153.22

Zone I: Bangalore City Agglomeration Areas

Zone II: District Head Quarters Agglomeration Areas

Zone III: : Shall comprise other areas, which are not covered in Zone I and Zone II in the State

VDA: All categories of employees:3 paise per point per day over and above 2703 Points

60. SHOPS AND COMMERCIAL ESTABLISHMENTS



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

Published in Gazette dated 21-02-03

Minimum Wages with effect from 21-02-03

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

Cost of Living Index: 4284-2397= 1887 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No	Class of Employment		Minimum rates of wages per month			
			Sector-1	Sector-2	Sector-3	Sector-4
1	2		3	4	5	6
1	Group-I Manager Pharmacist & Chemist	Basic	2367.00	2332.00	2315.00	2297.00
2		VDA	1698.30	1698.30	1698.30	1698.30
		Total	4065.30	4030.30	4013.30	3995.30
1	Group-II: Accountant Supervisor Stenographer	Basic	2270.00	2249.00	2228.00	2206.00
2		VDA	1698.30	1698.30	1698.30	1698.30
3		Total	3968.30	3947.30	3926.30	3904.30
	Group-III					
1	Clerk					
2	Cashier					
3	Typist					
4	Salesmen/Sales Girl					
5	Compounder					
6	Photographer					
7	Photo-artist					
8	Watch Mechanic / Repairer	Basic	2192.00	2181.00	2166.00	2153.00
9	Radio Mechanic / Repairer	VDA	1698.30	1698.30	1698.30	1698.30
10	T V Mechanic/Repairer	Total	3890.30	3879.30	3864.30	3851.30
11	Optical Mechanic					
12	Skilled labour in lift fixing installing establishment					
13	Technician (in Musica Instrument shop)					
14	Carpenter (Furniture shop)					
15	Polishing (Furniture shop)					

16	Refractionary man (Optical shop)					
17	Hair Dresser (in hair dressing saloon)					
18	Air condition plant operator					
19	Umbrella / Suitcase repairer					
20	Receptionist					
	Group-IV					
1	Bill collector					
2	Bill clerk					
3	Godown Keeper					
4	Booking clerk					
5	Assistant Photo-artists	Basic	2161.00	2146.00	2033.00	2022.00
6	Assistant Sales man / Sales Girl	VDA	1698.30	1698.30	1698.30	1698.30
		Total	3859.30	3844.30	3731.30	3720.30
7	Shop Assistant					
8	Packer					
9	Gas Supplier					
10	Stove Repairer					

1	Group-V Peon/Helper					
2	Watchman					
3	Messenger					
4	Weighing man					
5	Bicycle Fitter					
6	Workers engaged in drying, storing, washing, Ironing (in Laundry), measuring, loading and unloading in warehousing godowns, storerooms, Operator in Petrol Bunk	Basic	2146.00	2026.00	2010.00	2000.00
		VDA	1698.30	1698.30	1698.30	1698.30
		Total	3844.30	3724.30	3708.30	3698.30
7	Painter					
8	Fruit Juice or Lassi maker in the shops					
9	Workers engaged in grinding establishments					
10	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)					
11						
1	Group-VI: Gunny Stitcher	3.10 paise per bag (to stitch one bag) (ordinary gunny bag) 3.35 paise per bag (to stitch one bag) (cement, fertilizer, gunny bag)				

1	Group-VII: Driver	Basic	2207.00	2195.00	2161.00	2125.00
		VDA	1698.30	1698.30	1698.30	1698.30
		Total	3905.30	3893.30	3859.30	3823.30
2	Attender					
3	Vehicle Washer/cleaner	Basic	2031.00	2021.00	2010.00	2000.00
4	Mazdoors	VDA	1698.30	1698.30	1698.30	1698.30
5	Head-cum-hamali	Total	3729.30	3719.30	3708.30	3698.30

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

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

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

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

VDA: All categories of employees: 3 paise per point per day over and above 2397 points.

61. SPINNING MILLS INDUSTRY:



Notification No. KAE 57 LMW 2004 dated 25-05-2005

Published in Gazette dated 14-06-2005

Minimum Wages with effect from 01-04-2010

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

Cost of Living Index: 4284-2703= 1581 points

Minimum Wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month		
			Zone-I	Zone-II	Zone-III
1	2		3	4	5
	1. HIGHLY SKILLED				
1	Supervisor	Basic	2858.60	2794.40	2758.90
2	Maistry	VDA	1660.05	1660.05	1660.05
		Total	4518.05	4454.45	4418.95
	2. SKILLED				
1	Electrician	Basic VDA Total:	2834.50 1660.05 4494.55	2768.30 1660.05 4428.35	2734.70 1660.05 4394.75
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	Shaper				
14	Presser				
15	Stripper				
16	Stitcher any other skilled labourer				
17	Driver	Basic	2502.60	2443.60	2412.60
		VDA	1660.05	1660.05	1660.05
		Total	4162.65	4103.65	4072.65
	3. SEMI-SKILLED LABOURERS				
1	Carding Assistant	Basic	2668.60	2602.40	2569.90
2	Assistant Fitter	VDA	1660.05	1660.05	1660.05

3	Preparatory Asst. Fitter	Total	4328.65	4262.45	4229.95				
4	Yarn Conditioner								
5	Carding Worker								
6	Simplex Tentors								
7	Drawing Tentors								
8	Oilers								
9	Sider								
10	Resuck Weavers								
11	Asst. Peepers								
12	Cois Grinders								
13	Buttling Peepers & other Semi-Skilled Labourers								
	4. UNSKILLED								
1	Bell Brusher Attender					Basic	2422.90	2413.40	2406.10
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	VDA	1660.05	1660.05	1660.05				
15	Fitter Helper/ Helper	Total	4082.95	4073.45	4066.15				
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								
	5. OFFICE STAFF:								
1	Manager	Basic	2702.20	2668.60	2653.90				
2	Accountant								
3	Cashier					VDA	1660.05	1660.05	1660.05
4	Stenographer					Total	4362.25	4328.65	4313.95
5	Clerk	Basic	2412.60	2359.60	2332.60				

6	Typist	VDA	1660.05	1660.05	1660.05
		Total	4072.65	4019.65	3992.65
7	Office Boy	Basic	2312.60	2303.60	2296.60
8	Peon	VDA	1660.05	1660.05	1660.05
9	Sweepers	Total	3972.65	3963.65	3956.65

Zone-I: Bangalore City Agglomeration Areas and District Headquarters Agglomeration Areas (including City Corporation).

Zone-II: District Headquarter

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

V.D.A.: All categories of employees: 3.5 paise per point per day over and above 2703 points.

62. SPUN PIPES, CONCRETE PIPES, SANITARY FITTINGS, P C C, R C S POLES AND R C C PIPES MANUFACTURING INDUSTRY



Notification No. KAE 9 LMW 2010 Bangalore dated 25-1-2011

Published in Gazette dated 3-3-2011

Minimum Wages with effect from 1-4-2010

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

Cost of Living Index: 4284 – 3944 = 340 points

Minimum Wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month:				
			Zone-I	Zone-II			
<u>I. HIGHLY SKILLED:</u>							
1	Engineer	Basic	5023.20	4957.20			
2	Foreman	VDA	408.00	408.00			
		Total:	5431.20	5365.20			
3	Manager	Basic	4881.20	4816.20			
4	Technical Supervisor	VDA	408.00	408.00			
5	Supervisor	Total:	5289.20	5224.20			
<u>II. SKILLED:</u>							
1	Mechanic	Basic	4858.20	4792.20			
2	Operator						
3	Moulder						
4	Burner						
5	Turner						
6	Welder				VDA	408.00	408.00
7	Bar Bender				Total:	5266.20	5200.20
8	Machine Operator						
9	Engine Driver						
10	Maistry						
11	Winder						
12	Other Skilled Labourer						
<u>III. Semi-skilled:</u>							
1	Assistant Operator	Basic	4692.20	4626.20			
2	Hammer man	VDA	408.00	408.00			
3	Moulder / Winder	Total:	5100.20	5034.20			
4	Other Semi-skilled Labourer						

IV. Un-skilled:				
1	Stone Cutter			
2	Sand Cleaner			
3	Carrier			
4	Assistant			
5	Mazdoor			
6	Helper			
7	Mixer			
8	Pipe Manufacturer	Basic	4446.20	4436.20
9	Cement Powdering worker	VDA	408.00	408.00
		Total:	4854.20	4844.20
10	Hamali			
11	Cleaner			
12	Sweeper			
13	Peon			
14	Other unskilled labour not shown above			
V. OFFICE STAFF:				
1	Accountant	Basic	4726.20	4692.20
2	Clerk	VDA	408.00	408.00
		Total:	5134.20	5100.20
		Basic	4551.20	4469.20
3	Typist	VDA	408.00	408.00
		Total:	4959.20	4877.20

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

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

V.D.A.: All categories of employees: 4 paise per point per day over and above 3944 points.

63. STEEL ALMIRAHs, TABLES, CHAIRS AND OTHER STEEL FURNITURE INDUSTRY



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

Published in Gazette dated 24-2-2011

Minimum Wages with effect from 1-4-2010

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

Cost of Living Index: 4284 – 3944 = 340 points

Minimum Wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month		
			Zone-I	Zone-II	Zone-III
1	2		3	4	5
	<i>I. HIGHLY SKILLED</i>				
1	Supervisor	Basic	4047.00	3981.00	3947.00
		VDA	306.00	306.00	306.00
		Total	4353.00	4287.00	4253.00
	<i>II. SKILLED</i>				
1	Fitter	Basic VDA Total	3881.00 306.00 4187.00	3815.00 306.00 4121.00	3783.00 306.00 4089.00
2	Mechanic				
3	Presser				
4	Turner				
5	Bender				
6	Tinker				
7	Fabricator				
8	Painting/Designer/ Sprayer Polisher				
9	Sheet Metal Cutter & Mark Maker				
10	Almirah Maker, Body Maker, Cot, Table, Chair and other steel furniture				
	<i>III. SEMI SKILLED</i>				
1	Assistant Welder				
2	Assistant Bender	Basic	3716.00	3650.00	3617.00
3	Assistant Filter	VDA	306.00	306.00	306.00
4	Assistant Mechanic /Other Semi skilled labourer	Total	4022.00	3956.00	3923.00

	<i>IV. UNSKILLED</i>					
1	Mazdoors					
2	Helper		Basic	3471.00	3460.00	3454.00
3	Cleaners		VDA	306.00	306.00	306.00
4	Assistant /Other unskilled		Total	3777.00	3766.00	3760.00
	<i>V. OFFICE STAFF</i>					
1	Clerk		Basic	3575.00	3509.00	3476.00
2	Typist		VDA	306.00	306.00	306.00
			Total	3881.00	3815.00	3782.00
3	Peon		Basic	3471.00	3460.00	3454.00
4	Office Boy		VDA	306.00	306.00	306.00
			Total	3777.00	3766.00	3760.00

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

Zone-II: Shall comprise all District Headquarter

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

V.D.A.: All categories of employees: 3 paise per point per day over and above 3944 points.

64. STONE BREAKING & STONE CRUSHING

Notification No. KAE 53 LMW 2004 dated 25-05-05

Published in Gazette dated 14-06-05

Minimum Wages with effect from 14-06-05

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

Cost of Living Index: 4284-2703=1581 points

Minimum Wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per month
1	2		3
1	Maistries	Basic	2618.80
		VDA	1422.90
		Total:	4041.70
2	Drivers (Engine Static)	Basic	2549.80
3	Blasters	VDA	1422.90
4	Blacksmith	Total	3972.70
5	Stone Breaking	Basic	2170.80
6	Metal Jelly Crusher	VDA	1422.90
7	Labourers (Unskilled)	Total:	3593.70
8	Lorry Driver	Basic	2655.80
		VDA	1422.90
		Total:	4078.70
9	Cleaners attached to lorries	Basic	2480.80
		VDA	1422.90
		Total:	3903.70
10	Mazdoors, any other categories of unskilled employees not specified above	Basic	2170.80
		VDA	1422.90
		Total:	3593.70

VDA : All Categories of employees : 3 paise per point per day over and above 2703 points

65. TANNERIES AND LEATHER MANUFACTURING:

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

Published in Gazette dated 03-05-2007

Minimum Wages with effect from 03-05-2007

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

Cost of Living Index: 4284 - 2822 =1462 points

Minimum Wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment	Minimum rates of wages payable per day		
		Basic	VDA	Total
1	2	3	4	5
	PART-I: TANNERIES –CHROME TANNING:			
1	Helpers	86.00	50.61	136.61
2	Finishers	94.00	50.61	144.61
3	Scudders			
4	Goat Skin Knitters			
	TANNING & DYEING DEPARTMENT:			
1	Helpers	86.00	50.61	136.61
2	Drum Boys			
3	Shaving Learners			
4	Samming Helpers	101.00	50.61	151.61
5	Shavers			
6	Splitters			
	SETTING DEPARTMENT:			
1	Helpers	86.00	50.61	136.61
2	Hand setters			
3	Setting Machine Operators	93.00	50.61	143.61
	STAKING DEPARTMENT:			
1	Helpers	86.00	50.61	136.61
2	Deters			
3	Skaters			
	STRAINING DEPARTMENT:			
1	Helpers	86.00	50.61	136.61
2	Strainers			

	FINISHING DEPARTMENT:			
1	Helpers	93.00	50.61	143.61
2	Seasoners			
3	Sprayers			
	FINISHING MACHINERY DEPARTMENT:			
1	Helpers	86.00	50.61	136.61
2	Buffing Machine Operators	95.00	50.61	145.61
3	Emery Wheel Operators (2)			
4	Glazing Machine Operators (Cow)			
5	Trimmers			
6	Press Machine Operators			
7	Hand Ironers			
8	Boarders			
9	Glazing Machine Operators			
	FOUNDRY DEPARTMENT:			
1	Helpers	86.00	50.61	136.61
2	Driver Learners	93.00	50.61	143.61
3	Setters	93.00	50.61	143.61
4	Drivers	101.00	50.61	151.61
5	Masons			
6	Carpenters			
7	Fitters			
	BARNWARD DEPARTMENT:			
1	Beamers	93.00	50.61	143.61
2	Setters			
	GENERAL: (Per month)			
1	Maistries	2776.00	1315.80	4091.80
2	Clerks	2446.00	1315.80	3761.80
3	Watchman	2364.00	1315.80	3679.80
	PART-II : OTHER TANNERIES VEGETABLE TANNING HIDES (SKINS)			
	<i>I. SOAKING</i>	Rs. 77.00 per unit		
1	Wet Sale hides			
2	Dry hides			
	II. ELANGRAM:			
	A. Fleshing:	Rs. 77.00 per Unit		
1	Immediate after removing the hides from lime pits			
2	Immediate after removing the hides from lime pits next day			
3	Buff hides for dhor (sole leather)			
4	Scudding buff for dhor			
	B. Scudding:			VDA Rs. 50.61 per

1	Scudding on the grain side after fleshing immediate	Rs. 77.00 per Unit	day	
2	Scudding next day			
3	Scudding on the grain side without fleshing			
III. MOTTU				
A	Bask Scudding on the flesh side	Rs. 77.00 per unit		
B	Myrabalon			
1	First time scudding on the flesh side			
2	Second time scudding on the flesh side			
3	Oiling both sides of the hides after scudding to remove the moisture, etc.			
IV. TANS OF SETTING				
	First on the grain side to smooth out wrinkles and to stretch the hides uniformly and then on the flesh side to scrap off the remaining flesh and filled edges with a brass sleekers	Rs. 77.00 per unit		
V. THOTTI				
	Removing and replacing hides in marks and myrobalan pits daily	Rs. 77.00 per unit		
PART-III. LEATHER MANUFACTORY:		Per Pair		
I	a. Chappals (ordinary)	78.00	VDA Rs. 50.61 per day	
	b. Chappals made to order	80.00		
II	a. Shoes (ordinary)	106.00		
	b. Shoes (special made to order)	114.00		
III	a. Pump Shoes (ordinary)	102.00		
	b. Pump shoes (special made to order)	106.30		
IV	a. Boots (Ordinary)	110.00		
	b. Boots (special police or military type or made to order)	115.00		
1	Helpers shall be paid per day for 8 hours duty	86.00	50.61	136.61
2	All skilled employees engaged in manufacture of leather goods other than those described above for 8 hours duty	125.00	50.61	175.61
3	Mazdoors and other categories of unskilled employees not specified above for 8 hours duty	86.00	50.61	136.61

VDA : All categories of employees : 3 paise per point per day over and above 1462 points.

66. TAILORING INDUSTRY:



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

Published in Gazette dated

Minimum Wages with effect from

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

Cost of Living Index: 4284-3196= 1088 points

Minimum Wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages per day			
			Zone-I	Zone-II	Zone-III	Zone-IV
1	2	3	4	5	6	7
I	HIGHLY SKILLED:					
1	Designer	Basic VDA	114.10 50.22	113.10 50.22	112.00 50.22	107.30 50.22
2	Maker Doing Cutting					
3	Tailor					
4	Cutter employed on designing & cutting					
	Total		164.32	163.32	162.22	157.52
II	SKILLED:					
1	Tailor Grade-1	Basic VDA	113.10 50.22	112.00 50.22	111.50 50.22	106.80 50.22
2	Head Cook					
3	Driver					
4	Cutting Machine Operator					
5	Inspector					
6	Tailor Maistry					
7	Layer who does cutting & marking	Total:	163.32	162.22	161.72	157.02
III	SEMI-SKILLED:					
1	Ironer	Basic VDA	111.50 50.22	107.20 50.22	106.80 50.22	104.40 50.22
2	Measurement Checker					
3	Watch & Ward					
4	Tailor Grade-II					
5	Button Hole Machine					
6	Over locker machine					
7	Button and Buttonhole stich					
IV	UNSKILLED:					
1	Packer					
2	Helper					

3	Despatcher	Basic VDA	106.80 50.22	104.40 50.22	103.30 50.22	96.50 50.22
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	Total:	157.02	154.62	153.52	146.72
V	OFFICE STAFF:					
1	Accountant	Basic	114.00	113.10	112.00	107.30
2	Cashier	VDA	50.22	50.22	50.22	50.22
3	Stenographer	Total:	164.22	163.32	162.22	157.52
4	Typist /Clerk	Basic VDA	113.10 50.22	112.00 50.22	111.50 50.22	106.80 50.22
5	Clerk cum Typist					
6	Store Keeper					
7	Receptionist					
8	Telephone Operator					
9	Clerk-cum-Typist	Total:	163.32	162.22	161.72	157.02
10	Office Boy	Basic	106.20	104.40	103.30	96.50
		VDA	50.22	50.22	50.22	50.22
		Total:	156.42	154.62	153.52	146.72

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.

VDA : All categories of employees : 4 paise per point per day over and above 3196 points.

67. TEXTILE (SILK) INDUSTRY:

Notification No. KAE 10 LMW 03 dated 20-01-05

Published in Gazette dated 10-02-05

Minimum Wages with effect from 10-02-05

Cost of Living Allowance to be paid over and above 2601 points

Cost of Living Index: 4284 - 2601 = 1683 points

Minimum Wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment	Wages per day	
1	2	3	
Group – I Silk Charaka and Silk Filature Establishments:			
I-A			
1	Cocoon sorters	Per day VDA	99.20 67.97
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	Noil Fillers		
13	Draft Pickers		
14	Bundlers and Packers		
I-B			
1	Charaka Reelers	Per day VDA	109.20 67.97
2	Fireman (chargeman)		
3	Reelers		
4	Twisters		
5	Gill Roving Tenters		
6	Ring Frame Boys		
7	Banders		
8	Gas Pinners		
9	Soiling spinning boys		
10	Cob pinners		
I-C			
1	Dressers	Per day	111.20
2	Gassers	VDA	67.97

3	Gas Plant Attender	Total:	179.17
Group – 2 : Twisting section (pure silk & art silk)			
II-A			
1	Winders	Per day	99.20
2	Twisters	VDA	67.97
3	Doublers	Total:	167.17
4	Reelers		
II-B			
1	Warpers	Per day	109.20
2	Twisting Assistant	VDA	67.97
		Total:	177.17
Group – 3 : Weaving Calendering and processing Section			
III-A			
1	Pern Winder	Per day VDA Total:	99.20 67.97 167.17
2	Warp Assistant		
3	Card Punchers		
4	Card Lacers		
5	Back Sizers		
6	Cloth Examiners		
7	Hand and machine folder		
8	Back Calender man		
9	Hand sewer, stitcher, marker, bundler, fringer		
10	Hand ironing man		
11	Assistant machine man		
12	Scaping machine man		
13	Winchman, Kirman, Stenter machine man, washing man, bleaching man, hydro extractor machine man		
III-B			
1	Front calendar man	Per Day VDA Total:	109.20 67.97 177.17
2	Developing man, editing man		
3	Contrast pally preparators and dyers		
III-C			
1	High Speed Warpers	Per day VDA	110.20 67.97
2	Designers		
3	Knotters or piecers		
4	Lace wrappers		

5	Weavers plain carpet weavers		
6	Finisher		
7	Printing machine man	Total:	177.17
III-D			
1	Head designers	Per day	157.20
2	Weavers dobby with drop box	VDA	67.97
		Total:	224.17
III-E			
1	Weavers (Jacquard)	Per day	157.20
		VDA	67.97
		Total	225.17
III-F			
1	Other Fancy Weavers	Per day	173.20
		VDA	67.97
		Total:	241.17
Group – 4 : Maintenance Section : (Power plant and workshop)			
IV-A			
1	Oil man		
2	Fire man		
3	Lorry cleaner	Per day	109.20
4	Pump man	VDA	67.97
5	Cobbler	Total:	177.17
IV-B			
1	Wireman, Fitter, Blacksmith		
2	Turners		
3	Shapers		
4	Plumbers		
5	Boiler attender		
6	Carpenter		
7	Mechanic	<i>Per day</i>	114.20
8	Welders	VDA	67.97
9	Engine driver		
10	Electrician		
11	Lorry driver		
12	Mechanical foreman		
13	Mason	Total:	182.17
Group – 5 : General Administration (Clerical and Supervisory)			
V-A			
1	Mazdoor, Peon, Watchman,	Per day	99.20

	Waterman, mali, Sweeper		
2	Assistant	VDA	67.97
		Total	167.17
V-B			
1	Time Keeper	Per day	109.20
		VDA	67.97
		Total:	177.17
V-C	Store Keeper	<i>Per day</i>	114.20
		VDA	67.97
		Total	182.17
V-D			
1	Maistry, Supervisor, Jobber	Per day VDA	114.20 67.97
2	Clerk		
3	Typist		
4	Cashier	Total	182.17
V-E			
1	Assistant Manager	Per day	157.20
2	Accountant	VDA	67.97
		Total:	225.17
V-F			
1	Master	Per day	151.70
2	Manager	VDA	67.97
		Total	219.67

VDA: All categories of employees: 3.5 paise per point per day over and above 2601 points

68. TILE INDUSTRY:



Notification No. KAE 48 LMW 2008 dated 19.07.2008.

Published in Gazette dated 12.08.2008

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

Cost of Living Index: 4284-2967=1317 points

Minimum Wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment	Minimum rates of wages per day:	
1	2	3	
<i>I</i>	<u>Skilled:</u>		
1	Burner/Fireman	Basic	116.00
2	Fitter		
3	Blacksmith		
4	Turner		
5	Machinist		
6	Tile Moulder	VDA	53.19
7	Carpenters		
8	Mason		
9	Wheel Turner	Total:	169.19
II	<u>SEMI-SKILLED:</u>		
1	Dye Operator	Basic	113.00
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	VDA	53.19
12	Fire Wood Splitter		
13	Setter		
14	Assistant to Skilled Worker	Total	166.19

III				
	<i>UN-SKILLED</i>			
1	Truck Pusher	Basic		108.00
2	Spade Worker			
3	Black Cutter			
4	Measurer and Mixer			
5	Clay carrier			
6	Feeder			
7	Conveyor and Span Belt Cleaner and Attender	VDA		53.19
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	Total:		161.19
IV	OFFICE STAFF:	Basic	VDA	Total (per month):
1	Clerk / Typist	2902.00	1382.85	4284.85
2	Cashier	2935.00	1382.85	4317.85
3	Store Keeper	2784.00	1382.85	4166.85

Note : 1. VDA: All categories of Employees : 3.5 paise per point per day over and above 2967 points

69. TODDY TAPPING



Notification No. KAE 35 LMW 88 dated 07-06-03

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

Cost of Living Index: 4284-2491=1793 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages payable for different zones		
			Basic	VDA	Total
1	2	3	4	5	6
1	Tappers (for tapping 30 date trees per day where helpers are provided)	Skilled	2141.20	1613.70	3754.90
		Semi-skilled	1877.20	1613.70	3490.90
2	Tappers for tapping 10 Bhagini (Sagopalm Toddy) or Palmyra or coconut trees per day)	Skilled	2172.20	1613.70	3785.90
		Semi-skilled	2133.20	1613.70	3746.90
3	Sellers	Wages	1852.20	1613.70	3465.90
4.	Bottle Fillers, Cleaners, etc. Suppliers and Depot Workers } Accountant/Cashier Clerk }		1800.20	1613.70	3413.90
5.					
6.				2133.20	1613.70
7.	Lorry Drivers		2162.20	1613.70	3775.90
8.	Jeep Drivers		2116.20	1613.70	3729.90
9.	Chowkidars		1791.20	1613.70	3404.90
10.	Helpers (General)				
11.	Cleaners of Vehicles				
12.	Cart Drivers & Miscellaneous Transporters				
13.	Miscellaneous Workers				

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

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



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

Published in Gazette dated 17-3-2011

Minimum Wages with effect from 1-4-2011

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

Cost of Living Index: 4284 – 3944 = 340 points

Minimum wages and VDA from 01-04-2011 to 31-03-2012

SCHEDULE

Sl. No.	Class of Employment	Minimum rates of wages payable for different zones						
		BBMP and other corporation areas in the state			All Urban local bodies		All Municipal corporations, Town Panchayat and village panchayats	
			Per month	Per day	Per month	Per day	Per month	Per day
<i>1</i>	<i>2</i>							
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	408.00	15.69	408.00	15.69	408.00	15.69
		Total	6289.20	241.89	5940.80	227.89	5327.20	204.89
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	408.00	15.69	408.00	15.69	408.00	15.69
		Total	6055.20	232.89	5712.00	219.69	5216.70	200.64
3	Waterman	Basic	5413.20	208.20	5075.20	195.20	4698.20	180.70
		VDA	408.00	15.69	408.00	15.69	408.00	15.69
		Total	5821.20	223.89	5483.20	210.89	5106.20	196.39
4	Peons/Attender	Basic	5179.20	199.20	4846.40	186.40	4587.70	176.45
		VDA	408.00	15.69	408.00	15.69	408.00	15.69
		Total	5587.20	214.89	5254.40	202.09	4995.70	192.14
5	Loading & Unloading	Basic	5044.20	194.00	4264.00	164.00	3484.00	134.00
		VDA	408.00	15.69	408.00	15.69	408.00	15.69

work, Sweeping the roads, Sewerage, Bathroom and latrines Cleaning and other unskilled Labourers	Total	5452.20	209.69	4672.00	179.69	3892.00	149.69
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VDA: All Categories of employees: 4 paise per point per day over and above 3944 points.