

### 37. Employment in Glass, Glassware and Allied Establishments.

Notification No. KAE 81 LWA 2022 dated 13.01.2023

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Minimum Wages With effect from 13.01.2023

Cost of Living Allowance to be paid over and above 7973 points

Cost of Living Index: 9469- 7973= 1496 points

Minimum wages and VDA from 01-04-2024 to 31-03-2025

#### SCHEDULE

| Sl No     | Class of Employment   | Minimum Rates of Wages |               |                 |               |                 |               |                 |               |                 |
|-----------|---|------------------------|---------------|-----------------|---------------|-----------------|---------------|-----------------|---------------|-----------------|
|           |   | Zone-I                 |               | Zone-II         |               | Zone-III        |               | Zone-IV         |               |                 |
|           |   | Per Day                | Per Month     | Per Day         | Per Month     | Per Day         | Per Month     | Per Day         | Per Month     |                 |
| <b>I</b>  | <b>Highly Skilled</b>   |                        |               |                 |               |                 |               |                 |               |                 |
|           | Foreman,<br>Senior Glass<br>Technologist,<br>Glass blowers<br>Supervisor<br>Junior Technician   | Basic                  | 634.35        | 16493.22        | 576.69        | 14993.84        | 524.26        | 13630.76        | 471.83        | 12267.68        |
|           |   | VDA                    | 69.05         | 1795.20         | 69.05         | 1795.20         | 69.05         | 1795.20         | 69.05         | 1795.20         |
|           |   | <b>Total</b>           | <b>703.40</b> | <b>18288.42</b> | <b>645.73</b> | <b>16789.04</b> | <b>593.31</b> | <b>15425.96</b> | <b>540.88</b> | <b>14062.88</b> |
| <b>II</b> | <b>Skilled</b>  |                        |               |                 |               |                 |               |                 |               |                 |
|           | Mechanic,<br>Electrician,<br>Wireman,<br>Welder,<br>DG operator/<br>operator/ Heavy press<br>operator / Feeder<br>operator.cum.Machinist,<br>Fitter /Turner<br>Chemical mixer<br>Die maker<br>Screen maker<br>Furnace operator<br>Furnace Mason<br>Pattern maker<br>Mould Engraver<br>Blacksmith<br>Grinding Machine<br>operator<br>Shaper and Plainer<br>Diesel Mechanic<br>Crane operator<br>Buffer operator<br>Mouth Bloyer<br>Glass polisher<br>Mould maker<br>Store keeper<br>Other Skilled<br>Labourer. | Basic                  | 621.04        | 16147.16        | 564.59        | 14679.24        | 513.26        | 13344.76        | 461.93        | 12010.28        |
|           |   | VDA                    | 69.05         | 1795.20         | 69.05         | 1795.20         | 69.05         | 1795.20         | 69.05         | 1795.20         |
|           |   | <b>Total</b>           | <b>690.09</b> | <b>17942.36</b> | <b>633.63</b> | <b>16474.44</b> | <b>582.31</b> | <b>15139.96</b> | <b>530.98</b> | <b>13805.48</b> |

| III |  | Semi- Skilled          |               |                 |               |                 |               |                 |               |                 |
|-----|--|------------------------|---------------|-----------------|---------------|-----------------|---------------|-----------------|---------------|-----------------|
|     | Glass cutter,<br>Steam operator,<br>Vacuum operator,<br>Assistant operator,  | Basic                  | 607.73        | 15801.10        | 552.49        | 14364.64        | 502.26        | 13058.76        | 452.03        | 11752.88        |
|     | Glass block<br>manufacturer,<br>Glass paster,<br>Sample checker,<br>Oil man,<br>Softer,<br>Crusher,<br>Machine Operator,<br>Airman,<br>Glass Edge Grinder,<br>Glass Froster,<br>Lever man,<br>Blown Article sorter,<br>Sorter,<br>Press Lever man.   | VDA                    | 69.05         | 1795.20         | 69.05         | 1795.20         | 69.05         | 1795.20         | 69.05         | 1795.20         |
|     |  | <b>Total</b>           | <b>676.78</b> | <b>17596.30</b> | <b>621.54</b> | <b>16159.84</b> | <b>571.31</b> | <b>14853.96</b> | <b>521.08</b> | <b>13548.08</b> |
| IV  |  | Un-Skilled:            |               |                 |               |                 |               |                 |               |                 |
|     | Steam operator<br>Helper,<br>Glass Cutter Helper,<br>Helper,<br>Assistant Glass<br>Polisher,<br>Packer,<br>Remover of Ash and<br>charcoal from<br>furnace,<br>Loader and UnLoader<br>Mould Holders,<br>Watchman,<br>Label fitter,<br>Spiraling operator,<br>General Mazdoor,<br>Sticher,<br>Cleaner,<br>Peon,<br>Sweeper & other<br>unskilled labourer not<br>shown above. | Basic                  | 581.11        | 15108.98        | 528.29        | 13.735.44       | 480.26        | 12486.76        | 432.23        | 11238.08        |
|     |  | VDA                    | 69.05         | 1795.20         | 69.05         | 1795.20         | 69.05         | 1795.20         | 69.046        | 1795.2          |
|     |  | <b>Total</b>           | <b>650.16</b> | <b>16904.18</b> | <b>597.34</b> | <b>1795.20</b>  | <b>549.31</b> | <b>14281.96</b> | <b>501.28</b> | <b>13033.28</b> |
|     |  | Office Staff & Drivers |               |                 |               |                 |               |                 |               |                 |
| 1   | Manager/ Personal<br>Officer/ Marketing<br>Manager &<br>Supervisor and other<br>Equivalent jobs  | Basic                  | 679.48        | 17666.45        | 619.21        | 16099.35        | 564.41        | 14674.72        | 509.62        | 13250.09        |
|     |  | VDA                    | 69.05         | 1795.20         | 69.05         | 1795.20         | 69.05         | 1795.20         | 69.05         | 1795.20         |
|     |  | <b>Total</b>           | <b>748.53</b> | <b>19461.65</b> | <b>688.25</b> | <b>17894.55</b> | <b>633.46</b> | <b>16469.92</b> | <b>578.67</b> | <b>15045.29</b> |

|   |   |              |               |                 |               |                 |               |                 |               |                 |
|---|---|--------------|---------------|-----------------|---------------|-----------------|---------------|-----------------|---------------|-----------------|
| 2 | Assistant Manager/<br>Assistant Personal<br>Manager/ Senior<br>Accountant & other<br>Equivalent jobs  | Basic        | 656.85        | 17078.15        | 598.64        | 15564.53        | 545.71        | 14188.52        | 492.79        | 12812.51        |
|   |   | VDA          | 69.05         | 1795.20         | 69.05         | 1795.20         | 69.05         | 1795.20         | 69.05         | 1795.20         |
|   |   | <b>Total</b> | <b>725.90</b> | <b>18873.35</b> | <b>667.68</b> | <b>17359.73</b> | <b>614.76</b> | <b>15983.72</b> | <b>561.84</b> | <b>14607.71</b> |
| 3 | Senior Clerk, Cashier,<br>Judgement Writer,<br>Stenographer , Store<br>Keeper, Receptionist<br>& Other Equivalent<br>Jobs   | Basic        | 631.56        | 16420.63        | 575.65        | 14966.79        | 524.81        | 13645.12        | 473.98        | 12323.45        |
|   |   | VDA          | 69.05         | 1795.20         | 69.05         | 1795.20         | 69.05         | 1795.20         | 69.05         | 1795.20         |
|   |   | <b>Total</b> | <b>700.61</b> | <b>18215.83</b> | <b>644.69</b> | <b>16761.99</b> | <b>593.86</b> | <b>15440.32</b> | <b>543.03</b> | <b>14118.65</b> |
| 4 | Junior Clerk, Booking<br>Clerk, Computer<br>operator, Typist,<br>Telephone Operator,<br>Data Entry operator<br>and Other equivalent<br>Jobs.                                  | Basic        | 615.59        | 16005.36        | 561.13        | 14589.27        | 511.61        | 13301.92        | 462.10        | 12014.57        |
|   |   | VDA          | 69.05         | 1795.20         | 69.05         | 1795.20         | 69.05         | 1795.20         | 69.05         | 1795.20         |
|   |   | <b>Total</b> | <b>684.64</b> | <b>17800.56</b> | <b>630.17</b> | <b>16384.47</b> | <b>580.66</b> | <b>15097.12</b> | <b>531.15</b> | <b>13809.77</b> |
| 5 | Office Boy,<br>Watchman, Lift<br>Operater, Poen,<br>Attender, Helper,<br>Mazdoor, Sweeper &<br>other Equivalent jobs.   | Basic        | 569.01        | 14794.15        | 518.78        | 13488.17        | 473.11        | 12300.92        | 427.45        | 11113.67        |
|   |   | VDA          | 69.05         | 1795.20         | 69.05         | 1795.20         | 69.05         | 1795.20         | 69.05         | 1795.20         |
|   |   | <b>Total</b> | <b>638.05</b> | <b>16589.35</b> | <b>587.82</b> | <b>15283.37</b> | <b>542.16</b> | <b>14096.12</b> | <b>496.50</b> | <b>12908.87</b> |
| 6 | Heavy Vehicle<br>Driver, tractor Driver,<br>multi-axle & Large<br>Vehicle Driver, Earth<br>movers, Crane<br>Drivers, Road rollers,<br>& road construction<br>vehicle drivers. | Basic        | 631.56        | 16420.63        | 575.65        | 14966.79        | 524.81        | 13645.12        | 473.98        | 12323.45        |
|   |   | VDA          | 69.05         | 1795.20         | 69.05         | 1795.20         | 69.05         | 1795.20         | 69.05         | 1795.20         |
|   |   | <b>Total</b> | <b>700.61</b> | <b>18215.83</b> | <b>644.69</b> | <b>16761.99</b> | <b>593.86</b> | <b>15440.32</b> | <b>543.03</b> | <b>14118.65</b> |
| 7 | Car Driver, Jeep<br>Driver, Light Vehicle<br>Driver, Tum-tum,<br>three wheeler<br>Drivers.  | Basic        | 615.59        | 16005.36        | 561.13        | 14589.27        | 511.61        | 13301.92        | 462.10        | 12014.57        |
|   |   | VDA          | 69.05         | 1795.20         | 69.05         | 1795.20         | 69.05         | 1795.20         | 69.05         | 1795.20         |
|   |   | <b>Total</b> | <b>684.64</b> | <b>17800.56</b> | <b>630.17</b> | <b>16384.47</b> | <b>580.66</b> | <b>15097.12</b> | <b>531.15</b> | <b>13809.77</b> |

**Zone I:** Notified areas of Bruhat Bengaluru Mahanagara Palike and Agglomeration Areas.

**Zone II:** Notified areas of all the Corporations in the State other than BBMP and Agglomeration Areas.

**Zone III:** All District Head Quarters Other than the places mentioned in Zone-I and Zone -II

**Zone – IV:** All other Places of the State other than the places mentioned in Zone -I, Zone-II and Zone -III.

**V.D.A :** In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A. at the rate of 4 Paise per point over and above 7973 points.