

### 63. Employment in Rubber Products (including Foam and Coir and Rubberized Products) Industry

Notification No. KAE 41 LMW 2017 dated 30-12-2017

Published in Gazette dated 01-03-2018

Minimum Wages With effect from 30-12-2017.

Cost of Living Allowance to be paid over and above 6537 points

Cost of Living Index: 9469- 6537 = 2932 points

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

#### SCHEDULE

		Minimum rates of wages							
Class of Employment		Zone-1		Zone-2		Zone-3		Zone-4	
		Per day	Per month	Per day	Per month	Per day	Per month	Per day	Per month
<b>Highly Skilled Workers</b>									
Engineer, Foreman, Technical Supervisor, Tyre Inspector and other skilled works	Basic	593.21	15423.40	564.96	14688.95	538.06	13989.48	512.44	13323.31
	VDA	135.32	3518.40	135.32	3518.40	135.32	3518.40	135.32	3518.40
	<b>Total</b>	<b>728.53</b>	<b>18941.80</b>	<b>700.28</b>	<b>18207.35</b>	<b>673.38</b>	<b>17507.88</b>	<b>647.76</b>	<b>16841.71</b>
<b>Skilled Workers</b>									
Chemist, Wireman, Wireman, Electrician, Mechanic cum. operator, Boiler Attendant, Technician, Turner Welder, Mixing Mill Workers, Extrusion workers, Fitter, Roller man, Mechanic, Boiler Smith, Machine operators including farm division, Blacksmith, Carpenters, Mechanist Vulcanizer Moulder, Tyre Examiners, Buffers, Solutioners, and tyre retreading division, Cycle riksha, Type forming Other works	Basic	539.28	14021.27	513.60	13353.59	489.14	12717.71	465.85	12112.10
	VDA	135.32	3518.40	135.32	3518.40	135.32	3518.40	135.32	3518.40
	<b>Total</b>	<b>674.60</b>	<b>17539.67</b>	<b>648.92</b>	<b>16871.99</b>	<b>624.46</b>	<b>16236.11</b>	<b>601.17</b>	<b>15630.50</b>

**Semi-Skilled Workers**

Assistant Mechanic, Assistant Operator, Conductor, Forester, Technical Assistant, Rubber Chappal manufac turer, Workshop Attenders, Vulcanizers and Workers engaged in Vulcanizing Press, Moulding workers and moulding press operators, Workers engaged in Trimming and Assembling of chappals, Workers engaged in Type & Tube manufact uring, Cutting press workers, Latex foam division fabric ators, Cycle tyre case forming, Heat sealing operators engaged in polythene packing, Workers engaged in weighing chemicals in laboratories, Tyre stitchers in retreading division and other semi skilled works.	Basic	490.25	12746.61	466.91	12139.63	444.68	11561.55	423.50	11011.00
	VDA	135.32	3518.40	135.32	3518.40	135.32	3518.40	135.32	3518.40
	<b>Total</b>	<b>625.57</b>	<b>16265.01</b>	<b>602.23</b>	<b>15658.03</b>	<b>580.00</b>	<b>15079.95</b>	<b>558.82</b>	<b>14529.40</b>

Un-Skilled Workers									
Helper, Packer, Head load Workers, Watchman, Mazdoor, Fibre dyeing workers and mazdoors in fibre rubber division, Loading/Unloading workers, Number markers, Rubber cutting workers, Weighers, Assistants in machine division (lifting & transporting), Despatch workers, Attenders in dyeing room and cleaners in tyre retreading division and other unskilled workes	Basic	445.69	11587.83	424.46	11036.03	404.25	10510.50	385.00	10010.00
	VDA	135.32	3518.40	135.32	3518.40	135.32	3518.40	135.32	3518.40
	<b>Total</b>	<b>581.01</b>	<b>15106.23</b>	<b>559.78</b>	<b>14554.43</b>	<b>539.57</b>	<b>14028.90</b>	<b>520.32</b>	<b>13528.40</b>
<b>Office staff and Drivers</b>									
Manager/ Personal officer, Marketing Manager/ office Supervisor and similar post	Basic	631.00	16423.00	603.38	15688.00	576.50	14989.00	550.88	14323.00
	VDA	135.32	3518.40	135.32	3518.40	135.32	3518.40	135.32	3518.40
	<b>Total</b>	<b>766.32</b>	<b>19941.40</b>	<b>738.70</b>	<b>19206.40</b>	<b>711.82</b>	<b>18507.40</b>	<b>686.20</b>	<b>17841.40</b>
Assistant Manager / Assistant Personal Manager, Senior Accountant and similar post	Basic	593.21	15423.40	564.96	14688.95	538.06	13989.48	512.44	13323.31
	VDA	135.32	3518.40	135.32	3518.40	135.32	3518.40	135.32	3518.40
	<b>Total</b>	<b>728.53</b>	<b>18941.80</b>	<b>700.28</b>	<b>18207.35</b>	<b>673.38</b>	<b>17507.88</b>	<b>647.76</b>	<b>16841.71</b>
Senior Clerk, Cashier, Judgment writer, Stenographer, Store keeper, Receptionist, and similar post.	Basic	539.28	14021.27	513.60	13353.59	489.14	12717.71	465.85	12112.10
	VDA	135.32	3518.40	135.32	3518.40	135.32	3518.40	135.32	3518.40
	<b>Total</b>	<b>674.60</b>	<b>17539.67</b>	<b>648.92</b>	<b>16871.99</b>	<b>624.46</b>	<b>16236.11</b>	<b>601.17</b>	<b>15630.50</b>
Junior Clerk , Booking Clerk, Computer Operator, Typist, Telephone Operator, Data Entry Operator and similar post.	Basic	490.25	12746.61	466.91	12139.63	444.68	11561.55	423.50	11011.00
	VDA	135.32	3518.40	135.32	3518.40	135.32	3518.40	135.32	3518.40
	<b>Total</b>	<b>625.57</b>	<b>16265.01</b>	<b>602.23</b>	<b>15658.03</b>	<b>580.00</b>	<b>15079.95</b>	<b>558.82</b>	<b>14529.40</b>

Attender, Watchman, Lift Operator , Office Boy, Peon, Helper/ Assistant, Dalayat, Majdur, Sweeper and similar post.	Basic	445.69	11587.83	424.46	11036.03	404.25	10510.50	385.00	10010.00
	VDA	135.32	3518.40	135.32	3518.40	135.32	3518.40	135.32	3518.40
	<b>Total</b>	<b>581.01</b>	<b>15106.23</b>	<b>559.78</b>	<b>14554.43</b>	<b>539.57</b>	<b>14028.90</b>	<b>520.32</b>	<b>13528.40</b>
Heavy Vehicle Driver, Tractor Driver, Multi Axel And Earth Movers Drivers, Crane Vehicle Drivers, Road Roller And Construction Of Road Related Vehicle Drivers	Basic	539.28	14021.27	513.60	13353.59	489.14	12717.71	465.85	12112.10
	VDA	135.32	3518.40	135.32	3518.40	135.32	3518.40	135.32	3518.40
	<b>Total</b>	<b>674.60</b>	<b>17539.67</b>	<b>648.92</b>	<b>16871.99</b>	<b>624.46</b>	<b>16236.11</b>	<b>601.17</b>	<b>15630.50</b>
Car Driver, Jeep Driver, Light Vehicle Drivers	Basic	490.25	12746.61	466.91	12139.63	444.68	11561.55	423.50	11011.00
	VDA	135.32	3518.40	135.32	3518.40	135.32	3518.40	135.32	3518.40
	<b>Total</b>	<b>625.57</b>	<b>16265.01</b>	<b>602.23</b>	<b>15658.03</b>	<b>580.00</b>	<b>15079.95</b>	<b>558.82</b>	<b>14529.40</b>
Tum Tum , Three Wheeler Vehicle Drivers	Basic	445.69	11587.83	424.46	11036.03	404.25	10510.50	385.00	10010.00
	VDA	135.32	3518.40	135.32	3518.40	135.32	3518.40	135.32	3518.40
	<b>Total</b>	<b>581.01</b>	<b>15106.23</b>	<b>559.78</b>	<b>14554.43</b>	<b>539.57</b>	<b>14028.90</b>	<b>520.32</b>	<b>13528.40</b>

**Zone - 1:** Notified areas of Bruhat Bengaluru Mahanagara Palike .

**Zone-2:** Notified areas of all the Corporations in the State other than the places mentioned in Zone 1.

**Zone-3:** All District Head Quarters Other than the places mentioned in Zone - 1 and Zone -2

**Zone-4:** All other Places of the State other than the places mentioned in Zone -1, 2 and Zone -3.

**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 6537 points.