

06. Employment in Bakery Industry and Baking Processes

Notification No. KAE 6 LMW 2017 dated 30-12-2017

Published in Gazette dated 01-02-2018

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

| Sl No | 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 |
| Highly Skilled Workers | | | | | | | | | | |
| 1 | Baker Benchman and other highly skilled work. | 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 |
| | | Total | 728.53 | 18941.80 | 700.28 | 18207.35 | 673.38 | 17507.88 | 647.76 | 16841.71 |
| Skilled Workers | | | | | | | | | | |
| 2 | Dough Maker, other skilled work. | 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 |
| | | Total | 674.60 | 17539.67 | 648.92 | 16871.99 | 624.46 | 16236.11 | 601.17 | 15630.50 |
| Semi-Skilled Workers | | | | | | | | | | |
| 3 | Assistant Dough Maker, and other semi skilled work. | 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 |
| | | Total | 625.57 | 16265.01 | 602.23 | 15658.03 | 580.00 | 15079.95 | 558.82 | 14529.40 |
| Un-Skilled Workers | | | | | | | | | | |
| 1 | Helper and other unskilled work. | 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 |
| | | Total | 581.01 | 15106.23 | 559.78 | 14554.43 | 539.57 | 14028.90 | 520.32 | 13528.40 |
| Office Staff and Drivers | | | | | | | | | | |
| | Employment Details | | Zone-I | | Zone-II | | Zone-III | | Zone- IV | |
| | | | Per day | Per month | Per day | Per month | Per day | Per month | Per day | Per month |
| 1 | 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 |
| | | Total | 766.32 | 19941.40 | 738.70 | 19206.40 | 711.82 | 18507.40 | 686.20 | 17841.40 |

| | | | | | | | | | | | |
|---|--|--------------|---------------|-----------------|---------------|-----------------|---------------|-----------------|---------------|-----------------|---------|
| 2 | 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 | 3518.40 |
| | | Total | 728.53 | 18941.80 | 700.28 | 18207.35 | 673.38 | 17507.88 | 647.76 | 16841.71 | |
| 3 | 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 | 3518.40 |
| | | Total | 674.60 | 17539.67 | 648.92 | 16871.99 | 624.46 | 16236.11 | 601.17 | 15630.50 | |
| 4 | 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 | 3518.40 |
| | | Total | 625.57 | 16265.01 | 602.23 | 15658.03 | 580.00 | 15079.95 | 558.82 | 14529.40 | |
| 5 | Attender, Watchman, Lift Operator , Office Boy, Peon, Helper/ Assistant, Dalayat, Majdur, Sweeper and similar post. | Basic | 445.69 | 11587.83 | 424.26 | 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 | 3518.40 |
| | | Total | 581.01 | 15106.23 | 559.58 | 14554.43 | 539.57 | 14028.90 | 520.32 | 13528.40 | |
| 6 | 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 | 3518.40 |
| | | Total | 674.60 | 17539.67 | 648.92 | 16871.99 | 624.46 | 16236.11 | 601.17 | 15630.50 | |
| 7 | 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 | 3518.40 |
| | | Total | 625.57 | 16265.01 | 602.23 | 15658.03 | 580.00 | 15079.95 | 558.82 | 14529.40 | |

| | | | | | | | | | |
|---|--------------|---------------|-----------------|---------------|-----------------|---------------|-----------------|---------------|-----------------|
| 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 |
| | Total | 581.01 | 15106.23 | 559.78 | 14554.43 | 539.57 | 14028.90 | 520.32 | 13528.40 |

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, Zone-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.

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|--------------------|-----------------|
| PRESENT CPI POINTS | 9459 |
| REVISED CPI POINTS | 6537 |
| DIFFERENCE IN CPI | 2922 |
| VDA RATE | RS 4 |
| VDA | MONTHLY 3518.40 |
| VDA | DAILY 135.32 |