

74. Employment in Tanneries Industries

Notification No. KAE 26 LMW 2012 dated 09.01.2013

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Minimum Wages with effect from 09-01-2013

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

Cost of Living Index : 8398 - 4284 = 4114 points

Minimum wages and VDA from 01-04-2022 to 31-03-2023.

SCHEDULE

Sl. No.	Class of Employment	Minimum rates of wages		
1	2	3	4	5
	PART-I: TANNERIES -CHROME TANNING:		Per Day	Per Month
1	Scudders	Basic	214.00	5574.00
		VDA	189.88	4936.80
2	Goat Skin Knitters	Total	403.88	10510.80
3	Helpers	Basic	203.60	5293.60
		VDA	189.88	4936.80
4	Finishers	Total	393.48	10230.40
TANNING & DYEING DEPARTMENT:				
1	Shavers	Basic	205.10	5332.60
2	Samming Helpers	VDA	189.88	4936.80
3	Shaving Learners	Total	394.98	10269.40
4	Helpers	Basic	198.60	5163.60
5	Drum Boys	VDA	189.88	4936.80
6	Splitters	Total	388.48	10100.40
SETTING DEPARTMENT:				
1	Setting Machine Operators	Basic	204.30	5311.80
		VDA	189.88	4936.80
		Total	394.18	10248.60
2	Helpers	Basic	198.60	5163.60
		VDA	189.88	4936.80
3	Hand setters	Total	388.48	10100.40
STAKING DEPARTMENT:				
1	Helpers	Basic	188.60	4903.00
2	Deters	VDA	189.88	4936.80
3	Skaters	Total	378.48	9839.80
STRAINING DEPARTMENT:				
1	Helpers	Basic	188.60	4903.00
		VDA	189.88	4936.80
		Total	378.48	9839.80
2	Strainers			
FINISHING DEPARTMENT:				
1	Helpers	Basic	179.30	4661.80
2	Seasoners	VDA	189.88	4936.80
3	Sprayers	Total	369.18	9598.60

FINISHING MACHINERY DEPARTMENT:				
1	Buffing Machine Operators	Basic	204.50	5317.00
2	Emery Wheel Operators (2)	VDA	189.88	4936.80
3	Glazing Machine Operators (Cow)	Total	394.38	10253.80
4	Trimmers			
5	Press Machine Operators			
6	Hand Ironers			
7	Boarders			
8	Glazing Machine Operators			
9	Helpers	Basic	178.60	4643.60
		VDA	189.88	4936.80
		Total	368.48	9580.40
FOUNDRY DEPARTMENT:				
1	Drivers	Basic	200.10	5202.60
2	Masons	VDA	189.88	4936.80
3	Carpenters	Total	389.98	10139.40
4	Fitters			
5	Setters	Basic	189.30	4921.80
		VDA	189.88	4936.80
		Total	379.18	9858.60
6	Helpers	Basic	178.60	4643.60
		VDA	189.88	4936.80
7	Driver Learners	Total	368.48	9580.40
BARNWARD DEPARTMENT:				
1	Beamers	Basic	179.30	4661.80
		VDA	189.88	4936.80
2	Setters	Total	369.18	9598.60
GENERAL: (Per month)				
1	Maistries	Basic	210.67	5477.60
		VDA	189.88	4936.80
		Total	400.55	10414.40
PART.II : OTHER TANNERIES VEGETABLE TANNING HIDES				
I. SOAKING				
1	Wet Sale hides			
2	Dry hides			
II. ELANGRAM:				
A. Fleshing				
1	Immediate after removing the hides from lime pits	Rs. 165.70 per unit		189.88
2	Immediate after removing the hides from lime pits next day			
3	Buff hides for dhor (sole leather)	Rs. 165.70 per unit		189.88

4	Scudding buff for dhor		
	B. Scudding:		
1	Scudding on the grain side after fleshing immediate	Rs. 165.70 per unit	189.88
2	Scudding next day		
3	Scudding on the grain side without fleshing		189.88
III. MOTTU			
	A. Bask Scudding on the flesh side		
	B. Myrabalon		
1	First time scudding on the flesh side	Rs. 165.70 per unit	189.88
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. 165.70 per unit	189.88
V. THOTTI			
	Removing and replacing hides in marks and myrobalan pits daily	Rs. 165.70 per unit	189.88
PART.III. LEATHER MANUFACTORY:		Per Pair	
I	a. Chappals (ordinary)	198.00	
	b. Chappals made to order	177.80	189.88
II	a. Shoes (ordinary)	204.60	
	b. Shoes (special made to order)	211.04	

III	a. Pump Shoes (ordinary)	200.20		
	b. Pump shoes (special made to order)	205.63	189.88	
IV	a. Boots (Ordinary)	211.00		
	b. Boots (special police or military type or made to	221.50		
	Office Staff		Per Day	Per Month
1	Manager/Personal Officer	Basic	243.84	6339.00
		VDA	189.88	4936.80
		Total	433.72	11275.80
2	Assistant Manager/ Assistant Personal Officer	Basic	235.00	6110.00
		VDA	189.88	4936.80
		Total	424.88	11046.80
3	Accountant	Basic	225.00	5850.00
		VDA	189.88	4936.80
		Total	414.88	10786.80
4	Cashier	Basic	220.00	5720.00
5	Stenographer/Computer Operator	VDA	189.88	4936.80
6	Store keeper	Total	409.88	10656.80
7	Typist/Data Entry Operator	Basic	215.00	5590.00
		VDA	189.88	4936.80
		Total	404.88	10526.80
9	Office boy/peon/ watchman/ attender	Basic	175.00	4550.00
		VDA	189.88	4936.80
		Total	364.88	9486.80

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 4284points.

