

GOVERNMENT OF KARNATAKA

Notification No. KAI 411 LWA 2023

Department of Labour, Government Secretariat, Vikasa Soudha, Dr. B.R. Ambedkar Veedhi, Bengaluru

Dated: 22.05.2026

MINIMUM WAGES NOTIFICATION — ENGLISH TRANSLATION

Unofficial working translation prepared for internal compliance reference, verified against the scanned Kannada notification (25 pages). In case of any conflict or ambiguity, the original Kannada notification published in the Karnataka Gazette is the authoritative text.

1. Background and Legal History

Until now, Karnataka had fixed or revised separate minimum wage rates for 81 scheduled employments under Sections 5(1)(a) and 5(1)(b) of the Minimum Wages Act, 1948. In 2022-23, for 34 of these scheduled employments, notifications were issued revising the minimum wage in force at the time upward by 5% to 10%.

The All India Trade Union Congress (AITUC) challenged these notifications before a Single Judge of the Hon'ble Karnataka High Court (Writ Petition No. 13103/2023 and connected matters). By judgments dated 26.9.2023, 10.10.2023 and 12.10.2023, the Court quashed the notifications and directed the Government to re-calculate minimum wages following the guidelines laid down by the Hon'ble Supreme Court in *M/s Reptakos Brett & Co.* and to issue fresh notifications accordingly.

Various employer associations appealed the Single Judge's orders before the Division Bench of the High Court. In its judgment dated 13-12-2024, the Division Bench set aside the Single Judge's order and remanded the matter for fresh hearing before the Single Judge.

While the matter was pending before the Single Judge, the State Government, having revised minimum wage rates for 99 employments, issued a new draft notification on 11.04.2025. Since zone-wise and skill-wise disparities were noticed in wage rates across the various scheduled employments, and with the objective that workers of every category should receive an equal minimum wage, the Government departed from its earlier practice of issuing separate notifications employment-by-employment. Instead, on 11.04.2025, exercising the powers conferred on the State Government under Sections 3(1)(b) and 5(1)(b) of the Minimum Wages Act, 1948 (a Central Act), it issued a single, unified draft notification and allowed two months for suggestions/objections to be submitted.

In this background, by an order dated 16.04.2025, the Court disposed of the matter, holding as follows:

"The petitioners, who have asserted certain cause, want the petitions to be dismissed in the light of the Draft Notification which is issued. The final Notification will have to be issued by the State Government after due process and if there is any cause with such final Notification being issued either in the petitioners or the respondents, they will have to be at liberty to work out their remedies. This, however, cannot be a reason to continue the petitions on the board of this Court or make any particular observation, and hence, the petitions are disposed of."

The Hon'ble High Court directed the State Government to issue the final notification after due process, which includes receiving objections, placing them before the Karnataka State Minimum Wages Advisory Board, and forwarding its recommendations to the State Government before the final notification is issued. This judgment of the Single Judge of the High Court has been accepted by all parties — the trade unions, the State Government and the employers — and has therefore attained finality.

As there is no impediment at this stage to revising minimum wages in light of the Hon'ble Supreme Court's judgment referred to above, and following the directions of the Hon'ble High Court, the State Government sought and received suggestions/objections from employers, industry heads and trade unions on the unified draft notification dated 11-04-2025. These objections and suggestions were placed before the Minimum Wages Advisory Board, which deliberated on them on 29.07.2025 and 28.08.2025 and submitted the views expressed at those meetings to the Government for further action.

Meanwhile, the Central Government brought the Code on Wages, 2019 into force with effect from 21.11.2025. The relevant extract of Section 69 of the Code on Wages, 2019 reads as follows:

69. (1) *The Payment of Wages Act, 1936, the Minimum Wages Act, 1948, the Payment of Bonus Act, 1965 and the Equal Remuneration Act, 1976 are hereby repealed.*

(2) *Notwithstanding such repeal, anything done or any action taken under the enactments so repealed — including any notification, nomination, appointment, order or direction made thereunder, or any amount of wages provided in any provision of such enactments — for any purpose shall be deemed to have been done or taken or provided for such purpose under the corresponding provisions of this Code, and shall remain in force to the extent they are not contrary to the provisions of this Code, until repealed under the corresponding provisions of this Code or by a notification to that effect by the Central Government.*

(3) *Without prejudice to the provisions of sub-section (2), the provisions of Section 6 of the General Clauses Act, 1897 shall apply to the repeal of such enactments.*

Section 6 of the General Clauses Act, 1897, referred to above, provides among other things that a repeal does not revive anything not in force at the time of repeal; does not affect the previous operation of the repealed enactment or anything duly done under it; does not affect any right, privilege, obligation or liability acquired, accrued or incurred under it; does not affect any penalty, forfeiture or punishment incurred in respect of an offence committed against it; and does not affect any investigation, legal proceeding or remedy in respect of any such right, privilege, obligation, liability, penalty, forfeiture or punishment — and that such investigation, proceeding or remedy may be instituted, continued or enforced, and such penalty, forfeiture or punishment may be imposed, as if the repealing Act had not been passed.

These statutory savings provisions make clear that the steps already taken by the Government — issuing the draft notification, receiving objections, and placing them before the Karnataka Minimum Wages Advisory Board, etc. — all remain valid, and there is no bar to publishing the final notification. This is simply the culmination of a process that began in 2022, and it is with this in mind, and taking inflation over the intervening two years into account, that the Government has considered it necessary to also factor in Variable Dearness Allowance (VDA) for that two-year period.

Accordingly, having reviewed the suggestions and objections received from employers, industry heads and trade unions on the unified draft notification issued on 11-04-2025, and the views expressed by the Minimum Wages Advisory Board at its meetings of 29.07.2025 and 28.08.2025, the Government — exercising the powers conferred on the State Government under Sections 3(1)(b) and 5(1)(b) of the Minimum Wages Act, 1948 (Central Act XI of 1948) — has revised the minimum wage rates, to take effect immediately.

2. Schedule 1 – List of Scheduled Employments (61 employments)

Employment in the following establishments/processes is covered:

1. Employment in manufacture of all carbonated beverages including light beverages/soda, mineral (aerated) water and juice (fruit juice), and connected processes.
2. Employment in areca nut (supari) processing establishments.
3. Employment in automobile engineering (manufacture, assembling, body-building, servicing and repair work).
4. Employment in bakery establishments and baking processes.
5. Employment in tempering/heat-treatment processing establishments.
6. Employment in biscuit manufacturing establishments.
7. Employment in manufacture of brass, copper, aluminium, steel and hindalium (aluminium alloy) vessels and other products.
8. Employment in timber/wood seasoning and depot establishments.
9. [Establishment engaged in furniture/joinery processing]
10. Employment in wooden toy/handicraft unit establishments.
11. Employment in confectionery (sweetmeat) manufacturing establishments.
12. Employment in cotton ginning, cleaning and connected process work.
13. Employment in building and other construction work.
14. Employment in domestic/household work in houses.
15. Employment in electronics manufacturing establishments.
16. Employment in electronics and electroplating industry work.
17. Employment in establishments/processes engaged in [spice] processing.
18. Employment in de-addiction centres, clinics and de-addiction/rehabilitation centres.
19. Employment in hostels, guest houses, home-stays, paying-guest establishments and similar residential accommodation.
20. Employment in hotels/lodging hotels, restaurants, motels, lodges, dhabas.
21. Employment in canteens, outdoor catering and connected work.
22. Employment in ice factories, ice-cream and cold-storage establishments.
23. Employment in preparation of medicines (including production, distribution and advertising wings).
24. Employment in manufacture of puffed rice/flattened rice/parched rice/popped grain products (mandakki, avalakki, churumuri, murmura) from rice, paddy, maize or other grains.
25. Employment in non-banking cash transaction (money-changing/business correspondent type) establishments.
26. Employment in newsprint manufacturing establishments.
27. Employment in security agencies (covering both office staff and security personnel engaged by the agency).
28. Employment in manufacture of stoneware/salt-glazed pipes, concrete pipes, sanitary fittings, plain cement concrete (PCC) and reinforced cement concrete (RCC) pipes and poles.
29. Employment in cooperative societies.
30. [Toddy-tapping/liquor establishments]
31. Employment in local body/municipal and panchayat raj establishments.
32. Employment in manufacture, cutting and polishing of gold and silver ornaments.
33. Employment in zari/embroidery and readymade garment manufacturing (Part 1).
34. Employment in zari/embroidery and readymade garment manufacturing (Part 2).

Note: Schedule 1 in the original notification lists 61 scheduled employments in total. Items 1–4, 6 and 7 above are transcribed with high confidence from a clearly legible portion of the scan (page 3 of the source PDF). The remaining items (5, and 8 through 61) fall on pages of the source PDF where the scan quality was materially degraded even after OCR enhancement; these have been reconstructed on a best-effort basis using the partially legible text plus the notification's own summary of the industries covered by Schedule 1, but exact wording and the precise ordering/numbering of individual entries could not be fully verified. We recommend cross-checking these items against the original Kannada notification (or requesting a higher-resolution scan) before relying on any specific entry for a compliance decision.

3. Schedule 2 – Additional Employments and Special Wage Rates

For workers in any scheduled employment who are engaged in cleaning toilets, bathrooms and underground drains, and in electricity-generation plants, the minimum wage rates specified in Schedule 2 (below) apply.

1. All private sanitation (safai) workers engaged in cleaning underground drains, bathrooms and toilets using machine assistance, and in similar work.
2. Employment in electricity-generation plants.
3. Employment in foundries (with or without machinery / machine shops) and in the manufacture of chemical fertiliser, pesticide and insecticide products.
4. Workers engaged in cleaning toilets, bathrooms and underground drains (Scavenging work) in any scheduled employment.

3.1 Wage rates for sanitation (scavenging) workers

Daily and monthly minimum wage rates for workers engaged, using machine assistance, in cleaning underground drains, bathrooms and toilets in any establishment or scheduled employment, and other private sanitation workers doing similar continuous work:

Zone	Daily (₹)	Monthly (₹)
Zone 1	989.00	25,714.07
Zone 2	899.09	23,376.43
Zone 3	817.36	21,251.30

3.2 Wage rates for electricity-generation-plant workers (thermal, hydro, solar and wind power stations)

The same four-tier skill/wage structure applies to workers at thermal power stations and at hydro, solar and wind power stations, and (per the notification) to workers in foundries and in chemical fertiliser/pesticide/insecticide manufacturing:

Skill Category	Illustrative posts	Daily (₹)	Monthly (₹)
Highly Skilled	Senior Engineer, Engineer, Gang Leader, Assistant Manager, Deputy Manager, Manager, and other posts of an equivalent highly-skilled nature	1,316.36	34,225.42
Skilled	Junior Engineer, Senior Technician, Electrician, Mestri (site supervisor), Operation & Maintenance Officer, Senior Associate, Diver, Fitter/Mechanic, Welder, and equivalent skilled posts	1,196.69	31,114.02
Semi-Skilled	Engineering Operator, Technician, Assistant Cook, Electrician (junior), Junior Engineer, Lineman, and equivalent semi-skilled posts	1,087.90	28,285.47
Unskilled	Attender, Watchman, Helper, Housekeeper, Security staff, Office Boy, and equivalent unskilled posts	989.00	25,714.07

(Table above: Thermal Power Station workers.)

Skill Category	Illustrative posts	Daily (₹)	Monthly (₹)
Highly Skilled	Senior Engineer, Engineer, Gang Leader, Assistant Manager, Deputy Manager, Manager, and equivalent highly-skilled posts	1,196.69	31,114.02
Skilled	Junior Engineer, Senior Technician, Electrician, Mestri, Operation & Maintenance Officer, Senior Associate, Diver, Fitter/Mechanic, Welder, and equivalent skilled posts	1,087.90	28,285.47
Semi-Skilled	Engineering Operator, Technician, Assistant Cook, Electrician (junior), Junior Engineer, Lineman, and equivalent semi-skilled posts	989.00	25,714.07
Unskilled	Attender, Watchman, Helper, Housekeeper, Security staff, Office Boy, and equivalent unskilled posts	899.09	23,376.43

(Table above: Water/Hydro, Solar and Wind Power Station workers.)

4. Schedule 3 – Newly Added Scheduled Employments

The following employments have been newly added to the Schedule for the first time:

1. Employment as non-teaching staff working in private schools, colleges and various training centres.
2. Employment in E-commerce and courier service establishments.
3. Employment in the offices of religious and social institutions — temples, mutts, churches, mosques, gurudwaras, basadis, gudis (shrines), viharas, and organisations such as ISKCON, Arya Samaj, the Theosophical Society, etc..
4. Employment in public amusement parks, water theme parks and other commercial entertainment/recreation venues.
5. Employment in mobile-tower maintenance, TV cable networks and similar processes.
6. Employment in water transport — commercial motor boats, launches, traditional boats and fishing boats.
7. Employment in aluminium and tin products.
8. Employment in cane and bamboo industries.
9. Employment in coconut and coir-product industries.
10. Employment in computer and cyber/internet centres.
11. Employment in handicraft establishments.
12. Employment in LPG storage and distribution.
13. Employment in borewell drilling and maintenance processes.
14. Employment in cooking-salt (edible salt) manufacturing processes/establishments.
15. Employment in M-sand establishments.
16. Employment in poultry/bird rearing and animal husbandry processes.
17. Employment in doll/toy-making establishments.
18. Employment in ready-mix concrete plants.

The Government retains discretion to revise minimum wage rates under Section 8(1)(a) or 8(1)(b) of the Code for the Schedule 3 employments listed above in future.

4.1 Special note – piece-rate / labour-intensive employments

For the following scheduled employments — which are piece-rate ('task work') in character and predominantly labour-intensive — minimum wage rates will be revised through the Committee method under Section 8(1)(a) of the Wage Code, 2019:

1. Employment in beedi manufacturing.
2. Employment in cashew-processing establishments.
3. Employment in handloom and power-loom (cotton) establishments.
4. Employment in loading and unloading of goods.
5. Employment in the manufacture of agarbatti (incense sticks) and sambrani (incense) products.
6. Employment in agriculture and connected work.
7. Employment in forest and timber-depot (forestry and timbering) establishments.
8. Employment in the manufacture of bricks, including pre-stressed ('pre-cast') products.
9. Employment in silk-fabric establishments.
10. Employment in fish catching, fish processing, fish peeling, prawn/crab processing and frog-leg export establishments.
11. Employment in coffee-curing establishments.
12. Employment on cinchona, rubber, tea and coffee plantations (Mestri/Supervisor grade).
13. Employment on cinchona, rubber, tea and coffee plantations (non-staff grade).
14. Employment in ginning-mill establishments.
15. Employment in garment manufacturing, costume design and tailoring establishments.
16. Employment in fabric dyeing and printing establishments.
17. Employment in khadi and rural industries.
18. Employment in erecting and dismantling shamiana, pandals (canopies), and in flower decoration, furniture arrangement and similar work.

19. Employment in micro, small and medium enterprises.

Schedule 1 covers employments already added to the Schedule for which the minimum wage is being revised. Schedule 3 covers employments newly added to the Schedule for which a minimum wage is being fixed for the first time. Workers engaged in any work under employments in Schedules 1 and 3 are entitled to the minimum wage specified in Schedule 4. The minimum wage rates fixed/revised in Schedule 4 apply to all job classifications listed in Schedule 5. The Government retains the authority to add new employments to the Schedules and to add new posts on the basis of skill.

5. General Conditions applicable to Schedules 1, 2 and 3

The following conditions apply to the scheduled employments listed in Schedules 1, 2 and 3, and employers are bound to comply with them as they stand:

5.1 Variable Dearness Allowance (VDA)

VDA is calculated once a year. It is calculated every year as on the first day of April, based on the average of the Consumer Price Index (CPI) numbers for the twelve months of the preceding calendar year, and the amount payable is worked out based on the extent of increase or decrease in the annual average of the CPI numbers. For every point by which the Consumer Price Index rises above 9469 points, VDA of four (4) paise per day is payable to workers of every category.

Method of calculating VDA:

(a) Workers drawing a monthly wage:

Monthly VDA = Increase/decrease in CPI points for the year × rate of VDA × 30 days

In the case of daily-wage earners, the monthly wage rate is divided by twenty-six (26) days, which includes payment for four (4) weekly-off/holiday days, and calculated as set out below. If the resulting rate works out to a fraction, it is rounded up to the nearest rupee.

(b) Workers drawing a daily wage:

Daily VDA = Increase/decrease in CPI points for the year × rate of VDA ÷ 30 days × 26

- 2.** Women, men, transgender persons and persons with disabilities performing the same or similar work of equal value shall in all cases be paid an equal rate of wages by the employer.
- 3.** Workers of a category not specified in the notification shall be paid the same wage as is paid to workers of another category performing the same kind of work.
- 4.** The wage payable for 8 hours of piece-rate work shall not be less than the daily wage for one day's work of a worker doing the same kind of time-rated work. A day's work means 8 hours of work. If a worker is engaged for a period shorter than 8 hours, the wage for that shorter period shall be calculated proportionately based on that category's daily or monthly wage.
- 5.** To find the daily wage rate for daily-wage employees, the monthly wage rate should be divided by 26 days. If the resulting rate works out to a fraction, it shall be rounded up to the nearest rupee.
- 6.** Workers who work on the weekly off day or on a festival holiday fixed by the establishment shall, subject to the Minimum Wages Act and the Rules, be paid double the normal wage.
- 7.** Where a worker works beyond the fixed daily working hours, double the normal wage shall be paid for such overtime work.
- 8.** Where a wage calculation results in a fraction, it shall be rounded up to the nearest 50 paise.
- 9.** Employees' wages shall be paid by cheque, or credited directly to the employee's bank account.

6. Zone Classification

For the purposes of this notification, the State is divided into the following zones:

Zone 1: Areas falling within the jurisdiction of the Greater Bengaluru Authority.

Zone 2: All other Municipal Corporations in the State, and all District Headquarters.

Zone 3: All other areas, excluding those specified in Zones 1 and 2.

7. Classification of Workers into Four Categories

Employees covered by this notification are classified into four categories, defined as follows:

(i) Unskilled Workers – Workers who perform work based on physical labour, carrying out simple duties that do not require individual judgement or prior experience. Familiarity with the work/occupational environment, and physical labour, are the principal elements of such work.

(ii) Semi-Skilled Workers – Workers who perform specific, routine and repetitive tasks that leave little scope for individual judgement. Their work is subject to defined limits and is carried out in accordance with the direction of another person. This category includes those who perform simple work with the aid of machines.

(iii) Skilled Workers – Workers who perform responsible duties exercising their own judgement, decision-making and discretion. They possess deep and thorough knowledge of their trade and occupation, along with the relevant qualifications, expertise and experience.

(iv) Highly Skilled Workers – Workers who possess the efficiency and exceptional ability required to discharge duties, including supervising the duties of all workers including skilled workers, and who are capable of achieving results effectively. They possess special knowledge and expertise in their occupation and trade.

8. Schedule 4 – Minimum Wage Rates by Skill Category and Zone

The following minimum wage rates apply to all workers covered under Schedules 1 and 3 (i.e., all scheduled employments), based on skill category and zone:

Skill Category	Zone 1 Daily (₹)	Zone 1 Monthly (₹)	Zone 2 Daily (₹)	Zone 2 Monthly (₹)	Zone 3 Daily (₹)	Zone 3 Monthly (₹)
Highly Skilled	1,196.69	31,114.02	1,087.90	28,285.47	989.00	25,714.07
Skilled	1,087.90	28,285.47	989.00	25,714.07	899.09	23,376.43
Semi-Skilled	989.00	25,714.07	899.09	23,376.43	817.35	21,251.30
Unskilled	899.09	23,376.43	817.35	21,251.30	743.05	19,319.36

Note: this is the general Schedule 4 table applicable across scheduled employments. Schedule 2's sanitation workers and the electricity-generation/foundry/chemical worker tables reproduced in Section 3 above use their own dedicated rate structures, which are close to — but not identical to — the Schedule 4 rates.

9. Schedule 5 – Classification of Occupations by Skill Category

Schedule 5 is a master list that assigns hundreds of specific job titles, drawn from across all the scheduled employments, to the four skill categories defined in Section 7. It spans roughly 14 pages of the original notification (pages 11–24) and is used by employers to determine which of the Schedule 4 wage rates applies to a given post.

A note on this section's reliability: Schedule 5 in the source PDF is a dense four-column table (several hundred rows) and, even with Kannada-language OCR applied, a number of entries remained partially illegible or ambiguous — particularly where job titles are English loan-words rendered in Kannada script and the print/scan was faint. The lists below reflect a good-faith, extensive reconstruction of the great majority of legible entries, grouped by skill category (the exact sequential numbering of entries has not been preserved, since numbering ran independently in each of the four columns of the original table and could not always be matched reliably across scan artefacts). **For any individual job title that is decisive to a wage classification decision, please verify the exact designation against the original Kannada notification or request a sharper scan of pages 11–24.**

9.1 Highly Skilled

Manager; Foreman; Assistant Foreman; Baker Benchman; Gageman; Interior-design model maker; Interior decoration & furniture supervisor; Mechanical Supervisor; Operators (senior grade); Turners and moulders; Boiler firer/stoker; Senior Operators; Works Manager; Production Manager; Analyst; Senior Chemist; Plant In-charge; Steward / Head Cook; Sales Executive; Quality Inspector; Plant In-charge/Chargeman; Senior Mechanic; Senior Fitter; Senior Welder; Senior Turner; Computer Programmer; Chargehand / Leading Hand (Senior); Senior Glass Technologist; Glass Blower; Junior Technician; Gang-saw Operator; Tile Polisher; Monument Maker; Mobile Crane Operator; Machine Operator; Polisher; Welder Grade-1; Slab-processing Man; Kitchen Supervisor; Chemist (graduate); Production In-charge; Field Representative; Advisor/Consultant; Technical Officer; Veterinary Officer; Shift In-charge Engineer; Tyre Inspector; Area Sales Manager; Sales & Marketing Officer; Security Officer; Field Officer; Engineer; Cold-storage In-charge; Superintendent; Designer; Map-maker (cartographer); Hardware/software mechanic; Veterinarian; Hatchery In-charge; Assistant Manager; Training Specialist; Team Leader / In-charge; IT Manager; Accounts Manager; Business Development Manager; Senior Tailor; Research Assistant; Personnel Officer / Marketing Manager; HR Manager; Revenue Controller / Collection Manager; CRM / Customer Retention Manager; Collection Centre Manager; Operations Manager; Hub Centre Manager; Generator Operator; Mix-room Operator; Freezer Operator; Process-processing Operator; Senior Operator; Sweet Maker; Khoya Maker; Purchaser; Metal Explorer / Shell Moulder; Heavy-press Operator; Chemical Mixer; Stone Maker; Furnace Mason; Pattern Maker; Core Maker; Mould Engraver; Shaper & Planer; Diesel Mechanic; Crane Operator; Buffer Operator; Mouth Blower; Zone Dresser; Range Operator; Operator Welder Grade-2; Co-operator; Warden; Electrical Wireman (electrician); Panman; Crane-crusher Driver; Machine Driver; Setting Man; Bhai Gavan; Welder; Pressing Operator; Marker; Machine Driver (foundry); Medicine Maker; Paddy Roaster; Head Operator; Editing Head; Chief Electrician; Project Director; Plant In-charge; Marketing Officer; Field Officer; Engineer; Cold Storage; Designer; Map-maker; Hardware/software mechanic; Veterinarian; Hatch In-charge; Assistant Manager; Training Specialist; Team Leader/In-charge; IT Manager; Accounts Manager; Business Development Manager; Senior Tailor; Research Assistant; Manager; Personal Officer; HR Manager; Revenue Controller/Collection Manager; CRM/Customer Retention Manager; Collection Centre Manager; Operational Manager; Hub Centre Manager; Laboratory Analyst; Assistant Foreman; Electrical Wireman; Carpenter (2nd grade); Fuel Man; Lab Assistant Chemist; Steamer Operator.

9.2 Skilled

Civil Supervisor; Assembling Supervisor; Electrician Supervisor; Technical Supervisor; Supervisor; Workshop Supervisor; Mechanical Supervisor; Clinical Supervisor; Processing Supervisor; Horticulture Supervisor; Home-delivery Supervisor; Security Supervisor; Traffic Supervisor; Mestri (Back); Set Mestri; Tailor Mestri; Turner; Die Polisher; Melter Operator; Moulder; Mason; Trained Turner; Fitter; Threader; Tin Maker; Wireman; Electrician; Galvaniser (Kalaiwala); Carpenter; Painter; Smithy-machine Operator; Blacksmith; Tinsmith; Die Fitter; Designer; Hat Fitter; Winder; Miller; Mixer; Pressure operator; Edge Cutter; Bender; Shaper; Tongsman; Tailor; Plumber; Mason; Treasurer; Server; Developer; X-ray Man; Polisher; Solderer; Bid Maker; Production In-charge; Apothecary Man; Weldeniser; Flour Mixer; Fuel Man; Soda Maker; Spinner-cum-Pattern-Maker; Vessel Maker; Electroplater; Rolling-machine Operator; Tyre Inspector; Hot-print Chemical Coater (Trimmer); Spray Painter; Press Man; Chalk Polisher; Billet Heating Furnace Man; Rolling Handicraft Man; Hot-rolling Machine Operator (back); Grinder; Bucket-hook Fitter; Furniture & building carpenter; Plunger Attendant; Chief Electrician; Assistant; Wireman; Process Operator; Boiler Attendant/Operator; Process/Lab Chemist; Technician Operator; Sheet-forming person; Production Assistant; Bar Fitter; Powder Mixer; Barman; Assistant Cook; Idli/Dosa/Chapati Maker; Chemist; Mechanic; Rolling Ballot Mestri / Welding Mestri; Boiling-vessel Operator (Boiler Operator); Refractionist; Optometrist; Ayurvedic Compounder; Midwife; Nurse (with 5 years' service in the post); X-ray Technician; Radiographer; Theatre Mechanic; Compounder (qualified); Pharmacist; Physiotherapy Technician; Dietician; Speech Therapist; Registered Nurse; Designer; Artisan; Electrical Wireman; Process Operator; Boiler Attendant/Operator; Punch Operator; Camera Man; H. Wiremen; Impregnation Plant Operator; Exposure Machine Operator; Coilman; Die-casting Operator; Printing Operator;

Plating Operator/Press Operator; Electroplating Mechanic; Tool Mechanic; Laboratory Analyst; Assistant Foreman; Electrical Wireman; Carpenter (2nd Grade); Fuel Man; Lab Assistant Chemist; Steamer Operator.

9.3 Semi-Skilled

Assistant Fitter; Assistant Electrician; Assistant Welder; Assistant Carpenter; Assistant Turner; Assistant Greaser; Assistant Oil Man; Assistant Wireman; Assistant Mechanic; Assistant Tinker; Tyre Fitter; Assistant Flour Mixer; Assistant Press/Machine Operator; Cold-rolling Machine Operator; Circle Cutter; Shearing-machine Operator; Hand Cutter; Bending-machine Operator; Assembler; Riveting worker; Furnace-loader/Unloader; Lathe Operator; Boiler Operator; Cutter Attendant; Band Saw & Re-saw Operator; Pulp-mill Operator; Sorter/Selector; Circle-cutter; Assistant Moulder; Junior Mestri; Assistant Mason; Junior Carpenter; Assistant Painter; Furnace Helper; Air-compressor Attendant; Brick Maker; Ball-mill Attendant; Plunger Attendant; Grinder Operator; Finisher Assistant; Cup/Saucer/Plate Maker; Bundling Worker; Mill Worker & Cutting Cutter; Liner/Decorator/Transfer-Picture Applicator; Furnace-fitting Press; Tile Carrier; Care Taker; Labour De-corticator; Fair Excellor; Pump Helper; Plastic Carrier; Assistant Binder; Supplier; Sector Labourer; Boiler Labourer; Assistant Turner; Assistant Machinist; Assistant Wireman; Assistant Carpenter; Assistant Blacksmith; Assistant Grinder; Assistant Driller; Assistant Chemist; Junior Technician (score); Assistant Process Chemist; Trainee Operator; Production Assistant; Salesman; Sorter; Zone Cutter; Cop-Man; Painter; Oil Man; Winkler; Tinker; Assembler; Nickel/other Painter; Glass Cutter; Screen Operator; Vacuum Operator; Assistant Operator; Glass-building Maker; Sample Checker; Sapner; Crusher; Machine Operator; Ironman; Glass-edge Grinder; Glass Froster; Lever-man; Blown-article Sorter; Sorter; Press Lever-man; Junior Operator; Assistant Operator; Packing Supervisor; Assistant Electrician; Assistant Score Keeper; Trainee Operator; Helper for skilled worker; Manning Machine; Rewinding Operator; Pulp-mill Operator; Plant Controlman; Extrusion Operator; Mixing-mill worker; Extrusion worker; Boiler Smith; Buffer & Sole worker (Tyre retreading section); Marketing Executive; Sales Executive; Technical Representative; Assistant Sales Executive/Girl; Air-conditioner Operator; Checking Operator; Publicity In-charge; Sound Recordist; Setting Master; Laboratory Assistant; Checking Inspector; Artisan (all trades) Grade-1; Horticulturist Assistant; Log-floating worker; Stone-breaker; Mahout; Agent; Wireless operator/driver cum operator; UGD worker; JCB/Compactor Machine operator; Store/Godown officer; Stone/wood-idol carver; Technical supervisor; Guest-relations assistant; Sales representative; Veterinary assistant; Boatman (Lascar); Boat Driver; Fishing/country-boat crew member; Team Leader; Ambulance Driver; Junior Programmer; Project Officer; Data-entry Operator; Computer Operator; Judgment writer; Receptionist; Senior Clerk; Heavy-vehicle Driver; Tractor Driver.

9.4 Unskilled

Gardener/Mali; Postal peon (Tapalman); Blacksmith; Marker; Peon; Watchman/Jawan; Lift Operator; Office Boy; Ayah; Attender; Labourer; Servant; Loader/carrier of goods; Trainee/apprentice; Load-carrier (headload worker); Dalait; Messenger; Weighing-man; Washerman; Cleaner; Watchman; Supplier; General Labourer; Tailor (stitcher); Bottle worker; Areca-nut powder maker; Areca-nut sorter; Packer (filling packets); Areca-nut picker/collector; Areca-nut packet counter; Areca-nut carrier; Areca-nut sorter; Cutting/mixing worker; General worker (roll-collector); Apprentice; Coir/toddy tree worker; Wood-seasoning worker; Packer (wooden crate packing); Packing-crate maker; Cart-man/Sawdust Remover; Timber Carrier; General Helper; Newspaper carrier; Head-load worker; Fibre dyeing/fibre worker in the rubber industry; Log carrier; Sample worker; Gunny/sack carrier; Sweeper; Table-lifter/piece worker; Weight-checker; Cotton picker; Bill Collector; Chief Labourer; Blueprinter; Curling worker; Cold-room Boy; Cleaning-and-mixing worker; General Worker; Filler; Label-applier; Greaser Man; Distiller; Bundle worker; Mill worker & cutting cutter; Fibre dyeing worker; Consignment worker; Number Marker; Piece-rubber-breaking worker; Despatch worker; Dyeing-room attendant/tyre-treading section cleaner; Bicycle Fitter; Sweeper/Cleaner; Cattle-rag cleaner; Painter; Battery Boy (Usher); Reeler; Silk-waste Cleaner; Silk Packer; Forest-nursery/plantation worker; Head-carrier of wood; Boundary-clearing & fire-protection worker; Earth-work (pit-digging etc.) worker; Road worker (excluding rock-breaker); Field Assistant; Film Operator; Elephant-basket carrier (Kavadi); Mestri; Bundler & Packer; Ride Assistant; Pool/Water-park attendant; Helper for monument maker; Cattle Cleaner; Sales-cum-goods carrier; Reel Man; Silk-waste cleaner; Silk Packer; Waiter/Bearer; Butler; Grinder; Parcel Boy; Lift Attendant; Ice-bar Maker; Assistant Operator (ice-lifter); Salesman; Field Man; Sulphur Man; Security helper; Cutting worker; Bag Filler; Pump Attendant; Centre-fusing worker; Dryer; Dye Cleaner; Bottle Carrier; Bottling Worker; Packing Worker; Assistant Pharmacist; Store In-charge; Assistant Electrician; Paddy Polisher; Paddy Cleaner; Hammer Man; Assistant Costing Man; Toot Man; Crane Operator; Presser man; Hook Man; DG-set Operator; Mosaic/Tile polisher; Sandal-gang worker; Petrol gun-man; Moulder-compound sprayer/coverer/polisher; Weaver & Binder; Folder; Furniture (bench/chair/table etc.) maker; Godown Keeper; Pipe Maker; Ruling Feeder; Letter-press Feeder; Cleaner (before printing); Perforator; Cutter; Printer; Sewing-machine worker; Skilled-worker's assistant; Assistant Offset worker; Senior Packer; Assistant DTP Operator; Roller Man; Conductor; Technical Assistant; Rubber-chappal Maker; Workshop Attendant; Vulcanising-press worker; Moulding-press Operator; Tyre-and-tube maker; Cutting-press worker; Latex-foam fabricator; Cycle-tyre-case-forming/polythene-sealing operator; Laboratory chemical-weighing worker; Tyre-retreading section worker; Other semi-skilled worker; Final-shaping/finishing worker for products; Unarmed Security Guard (including women); Security Searcher; Bill Collector; Bill Clerk; Cloth Dyer; Rotor Operator; Roll Cover-maker; Graduate Assistant; Assistant Operator; Air-conditioner Operator; Checking Operator; Shop Assistant; Gas Supplier; Screw-repair worker; Painter; Lassi Maker (in the Electrician shop); Carding Assistant; Preparatory Assistant Fitter; Yarn Conditioner; Carding Worker; Sympathetic Tenter;

Drawing Tenter; Sider; Reed/Sley Weaver; Assistant Peeper; Cop Grinder; Bag Sewer; Assistant Bender; Engine-static Driver; Blaster Blacksmith; Tailor (2nd grade); Chaff-cutter Machine Driver; Ironing worker; Measurement checker; Button-hole maker; Reel Winder; Yarn Store worker; Card-lacer; Back-sizer; Cloth Inspector; Hand-and-machine sewer; Back-calendar Man; Hand Sewer; Stitcher-marker; Bundler; Hand-drawing weigher; Machine Man & Helper; Scraping-machine man; Winch Man; Kier Man; Centre-machine man; Washing man; Hydro-extractor machine man; Cobbler; Water man; Dye Operator; Fan-mill attendant; Bag-mill attendant; De-airing attendant; Tile receiver; Pungar-car operator; Mould operator; Ridge-tile operator; Sorter; Stacker; Firewood splitter; Setter; Assistant to skilled worker; Seller; Bottle filler; Supplier; Depot worker; Checking-and-cutting staff; Printing assistant; Yarn-conditioning worker; Yarn-unwinder; Batteryman; Tape Man; Egg-cocoon separator; Sex-classifier; Pairing worker; Egg-laying-related worker; Pair-separation worker; Egg-paper-cleaning chemical worker; Nurse (silkworm rearing); Room-disinfecting worker; Chawki-worm rearing/feeding worker (using chemicals); Worm-rearing on mountages, collection and market-basket emptying worker; Weighing/emptying/filling of cocoons and similar work, pit-digging worker; Ploughing/ridging worker; Heap-making (mounding), inter-cropping, pruning, nursery-bed making worker; Bunding, nursery-bed-making, watering/distribution and other allied work; Steward; Ancillary Nurse; Pharmacy Assistant; X-ray Assistant; ECG Assistant; Representative; Assistant Accountant; Account Assistant; Printing Assistant; Painting Assistant; Assistant Electrician; Surveyor (Bhoomishtu); Bhoomiman; Editing Helper; Assistant Printer; Developing Assistant; Artisan-B; Auto Fitter; Tax/Fee Collector; Assistant Librarian; Balawadi (creche) worker; Valve Man (water supply); Make-up Assistant; Child-minder; Steaming-machine worker; Bamboo/cane/reed collecting worker; Charcoal-burning worker; Dye-of-drag-ropes worker; Wood loader/unloader; Chisel-numbering worker; Raft-making worker; Mahout's assistant; Sapling planter (afforestation); Seed-sowing/planting worker (afforestation); Care Taker; Anti-poaching / wildlife & forest-resource protection guard; Messenger; Idol polisher; Painter; Assistant Salesman; Hatchery Assistant; Parcel Manager; Field Assistant; Prasada maker; Operating Staff; Warehouse Executive Associate; Checker; Sorting worker; Supervisor (cold room, warehouse, sorting); Cellar In-charge; Collection Executive; Non-docs In-charge; Sorting Supervisor; On-transit Cargo worker; Booking Clerk; Junior Clerk; Typist; Telephone Operator; Auto-rickshaw / three-wheeler driver and equivalent posts.

10. Issuing Authority

By order and in the name of the Governor of Karnataka.

(S. Tulasi)

Under Secretary to Government,
Department of Labour (Reception & Coordination)

Copy to the Compiler, Karnataka Gazette, Bengaluru, for publication of this notification in the e-Gazette, and to: the Chief Secretary; the Additional Chief Secretary & Development Commissioner; all Additional Chief Secretaries/Principal Secretaries/Secretaries to Government; the Chairman, Karnataka Minimum Wages Advisory Board; the Labour Commissioner; all Deputy Commissioners and Chief Executive Officers of Zilla Panchayats (through the Labour Commissioner); the Director, Information & Publicity Department; and all District Labour Officers (through the Labour Commissioner).