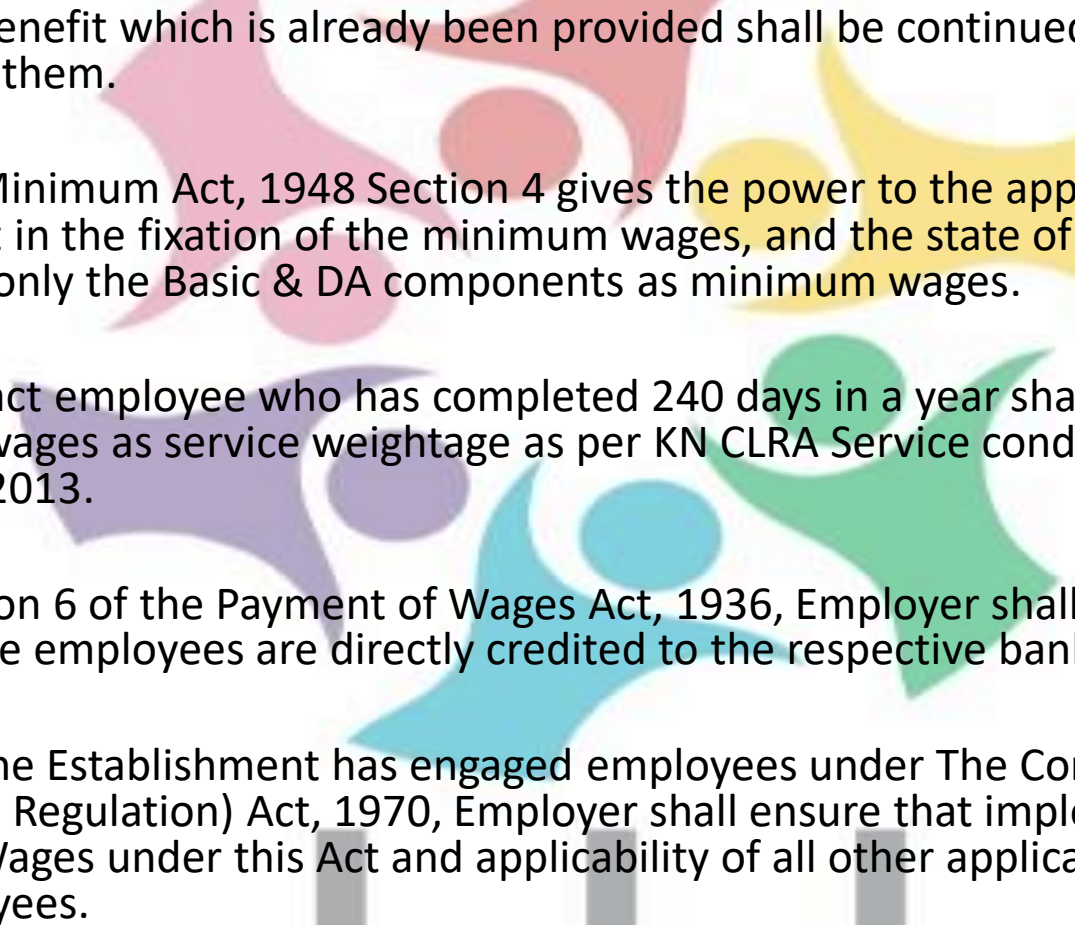


Karnataka Minimum Wages For The Year 2022-23

- The Karnataka Minimum Wages for the year 2022-23 have been revised by Rs. 510.00/-. The Current DA is Rs. 2233.20/- for the S&E sector & Rs. 3141.60/- for the Security sector respectively. The same is required to be implemented w.e.f. 1st April 2022.
- The class of employment & designation wise calculations under the Shops & Commercial Establishments Act & Security agency Act can be viewed in the enclosed notifications. The contract vendors are required to revise their salary structure as per the Minimum Wages published for the year 2022-23 which is mandatory.

The below points to be noted while fixing the Minimum wages for the year 2022-23:

- In case of daily wages earners, the minimum daily rates of wages should be worked out by dividing the monthly rates by 26 days and providing wages for 4 weekly holidays.
- Women employees shall be paid the same rates of wages as men, where the nature of work is same.
- Wherever the prevailing rates of wages are higher, the higher rates of wages shall be continued to be paid.
- In case of piece work, the daily total earning of those workers for 8 hours of work shall not be less than daily rates of wages fixed for that category of employees. In computing the above rates a day's work is deemed to comprise of 8 working hours. If the workers are employed for less than 8 hrs, then less than 4 hours to be paid 4-hour wages, above 4 hours to be paid 8-hour wages.
- In case any category of workers are not mentioned in this notification, shall be paid based on the type of their work.
- Workers employed on the day of weekly holiday and on the National and Festival Holidays shall be paid double the normal rate of wages (Gross wages).
- For work beyond normal working hours, the employees shall be paid two times the normal rates of wages. (As per S&E Act Sec 16, Defn of Wages = Total Full-time earnings)

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- Any other benefit which is already been provided shall be continued to be provided to them.
 - Karnataka Minimum Act, 1948 Section 4 gives the power to the appropriate government in the fixation of the minimum wages, and the state of Karnataka has considered only the Basic & DA components as minimum wages.
 - Every contract employee who has completed 240 days in a year shall be paid 2% of their basic wages as service weightage as per KN CLRA Service conditions notified in the year 2013.
 - Under Section 6 of the Payment of Wages Act, 1936, Employer shall ensure that Wages to the employees are directly credited to the respective bank accounts.
 - Wherever the Establishment has engaged employees under The Contract Labour (Abolition & Regulation) Act, 1970, Employer shall ensure that implementation Minimum Wages under this Act and applicability of all other applicable Acts to such employees.

On Roll Employees comparison chart:



MINIMUM WAGES	Manager Category			Asst Manager Category			Employee Category (Formerly EE category was considered under Computer Operator category, as per the introduction of Class of employment Skilled category to be applied as per their description of role)		
	01st Apr 2020-31st Mar 21	01st Apr 2021-31st Mar 22	01st Apr 2022-31st Mar 23	01st Apr 2020-31st Mar 21	01st Apr 2021-31st Mar 22	01st Apr 2022-31st Mar 23	01st Apr 2020 – 31st Mar 21	01st Apr 2021 – 31st Mar 22	01st Apr 2022 – 31st Mar 23
BASIC WAGES	16423	16423	16423	15423.4	15423.4	15423.4	14021.27	14021.27	14021.27
DEARNESS ALLOWANCE	1294.8	1723.2	2233.2	1294.8	1723.2	2233.2	1294.8	1723.2	2233.2
Min Wages Total	17717.80	18146.20	18656.20	16718.2	17146.6	17656.6	15316.07	15744.47	16254.47



Off Roll Employees comparison chart:



MINIMUM WAGES	Manager Category			Formerly Group I – now under Highly Skilled workers			Formerly Group II – now under Skilled worker Category		
	01st Apr 2020-31st Mar 21	01st Apr 2021-31st Mar 22	01st Apr 2022-31st Mar 23	01st Apr 2020-31st Mar 21	01st Apr 2021-31st Mar 22	01st Apr 2022-31st Mar 23	01st Apr 2020-31st Mar 21	01st Apr 2021-31st Mar 22	01st Apr 2022-31st Mar 23
BASIC WAGES	16423	16423	16423	15423.4	15423.4	15423.4	14021.27	14021.27	14021.27
DEARNESS ALLOWANCE	1294.8	1723.2	2233.2	1294.8	1723.2	2233.2	1294.8	1723.2	2233.2
Min Wages Total	17717.8	18146.2	18656.2	16718.2	17146.6	17656.6	15316.07	15744.47	16254.47





MINIMUM WAGES	Formerly Group III – now Semi Skilled Worker Category			Formerly Group IV – now unskilled worker Category		
	01st Apr 2020-31st Mar 21	01st Apr 2021-31st Mar 22	01st Apr 2022-31st Mar 23	01st Apr 2020-31st Mar 21	01st Apr 2021-31st Mar 22	01st Apr 2022-31st Mar 23
BASIC WAGES	12746.61	12746.61	12746.61	11587.83	11587.83	11587.83
DEARNESS ALLOWANCE	1294.8	1723.2	2233.2	1294.8	1723.2	2233.2
Min Wages Total	14041.41	14469.81	14979.81	12882.63	13311.03	13821.03



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