

Government of Karnataka

No: LD 411 LWA 2023

Karnataka Government
Secretariat Vikas Soudha
Dr | B.R Ambedkar Road
Bengaluru – Date: 19.04.2025

Inclusion Addition Notification

The following conditions have been added to the notification issued by the Government vide Notification No. LO 411 LWA2023, dated 11.04.2025.

The following conditions apply to the Scheduled Industries mentioned in Schedule-1, Schedule-2 and Schedule-3 and the employers are responsible for strictly complying with them.

1. Variable Dearness Allowance:

The calculation of dearness allowance shall be made once a year and shall be calculated on the first day of April each year on the basis of the average of the Consumer Price Indexes for the twelve (12) months of the previous calendar year and shall be calculated on the basis of the amount of increase or decrease in the annual average of the number of Consumer Price Indexes. Dearness allowance shall be paid to all categories of workers at the rate of four (4) paise per day for every point by which the Consumer Price Index exceeds 9469 points.

Method of calculating dearness allowance

a. Those who receive a monthly salary

Monthly dearness allowance = $\frac{\text{Consumer prices that increase or decrease each year}}{\text{Index Factors (CPI)}} \times \text{Dearness Allowance rate} \times 30 \text{ days}$

In the case of daily wage earners, the monthly wage rates shall be divided by twenty-six (26) days and the wages shall be paid, including four (4) Holidays, as follows: If the rate obtained after division is a fraction, it shall be rounded to the nearest rupee.

b. Daily wage earners

Daily dearness allowance = $\frac{\text{Factors that increase every year} \times \text{Dearness Allowance Rate}}{26} \times 30 \text{ days}$

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2. Employers must pay equal wages to women, men, transgender people, and people with disabilities when they perform the same type and amount of work.
3. Workers belonging to categories not mentioned in the notification shall be paid the wages paid to other categories of workers performing the same type of work.
4. The wages of workers working on a piece-work basis for 8 hours of work shall not be less than the wages of workers doing the same type of work for a day. It should be understood that a day's work means 8 hours of work. If workers are employed for a period of work of less than 8 hours, the wages shall be calculated on the basis of the daily or monthly wages of that category in accordance with such shorter period.
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 is a fraction, it should be rounded to the nearest rupee.
6. Workers working on the weekly holidays or festive days fixed by the organization shall be paid twice the normal wage, subject to the Minimum Wage Act and rules.
7. If a worker works more than the daily working hours, he shall be paid double his wages for such additional hours worked.

8. In case of small amount in the salary calculation, it will be rounded to the nearest 50 paise.
9. Employees' salaries should be paid by cheque or directly deposited into the employee's bank account.

Further, Librarians/Library Supervisors have been included in the Highly Skilled Workers column in Schedule-5 at Serial. No. 147.

There are no changes in the said notification except for the above additions.

By order of and in the name of
the Governor of Karnataka
A Umadevi
Bench Officer – 2
Department of Labour (Minimum Wages)

To

The Compiler, Karnataka Gazette, Bangalore is requested to publish this notification in the E-Gazette.

1. Labor Commissioner, Karmi Bhawan, Bannerghatta Road Bangalore – 29
2. To the Deputy Commissioners of all the districts of the state (through the Labour Commissioners)
3. Chief Executive Officers of all Zilla Panchayats in the State (through Labour Commissioners)
4. Director, Information and Publicity Department, Information Bhavan, Infantry Road, Bangalore
5. Member Secretary, Karnataka Minimum Wage Advisory Board, Labour Commissioner's Office, Karmika Bhavan, Bangalore
6. To the Labour Officers of all districts (through the Labour Commissioners)
7. Branch Security File/Extra Copy

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1. Private Secretary to the Hon'ble Minister of Labour, Vidhana Soudha, Bangalore
2. Private Secretary to the Hon'ble Chief Secretary, Vidhana Soudha, Bangalore
3. Private Secretaries to the Additional Chief Secretary/Principal Secretary/Secretaries of all the departments of the Ministry
4. Private Secretary to the Secretary to the Government, Labour Department, Vikas Soudha, Bangalore
5. Personal Assistant to the Deputy Secretary to the Government, Department of Labour