

13. Manufacturing of Agarbatti and Incense Products

Notification No. KAE 107 LWA 2021, dated 15-9-2023

Published in Gazette dated 18-12-2023, Minimum Wages w.e.f. 18-12-2023

Cost of Living Allowance to be paid over and above 8398 points

Cost of Living Index: 9965 - 8398 = 1567 points

Minimum wages and VDA from 1-4-2025 to 31-3-2026

SCHEDULE

Sl. No.	Category of Employment	Monthly Wages		
		Basic	VDA	Total
1.				
1)	Supervisor	13245.76	1880.40	15126.16
2)	Lab Technician	12915.76	1880.40	14796.16
3)	Lab Assistant	12695.76	1880.40	14576.16

2. Agarbathi Rollers (Rates per 1000 bathis rolled)			
		Rates	VDA
1)	Grinded <i>patti</i> less than 9" (thin, medium, thick)	75.15	VDA Per day Rs. 72.32
2)	Grinded flora (durbar) <i>patti</i> more than 9" (thin, medium, thick)	87.12	

Sl. No.	Packets	Rates per Wages payable bunch of 12 packets	
3.	PACKERS		
1)	Packets of less than 15 grams	2.31	VDA Per day Rs. 72.32
2)	Packs of 15 grams to 50 gms	2.44	
3)	Packs of 51 grams to 160 gms	2.87	
4)	Packs of more than 160 gms	3.47	
5)	2 in 1 packs	2.49	
6)	3 in 1 packs	2.89	
7)	4 in 1 packs	3.47	
8)	5 in 1 packs	4.10	
9)	7 in 1 packs	5.06	
B	Pouches	Rates per 12 packets	
1)	Packs of 15 grams to 50 grams	2.31	VDA Per day Rs. 72.32
2)	Packs of 51 grams to 170 grams	2.44	
3)	Packs of more than 171 grams	2.49	

¹ Substituted for the words "AGARBATHI INDUSTRY" by Notification No. KAE 47, LMW 2017, dated 10-8-2018.

SI. No.		Packets	Rates per Wages payable bunch of 12 packets		
C HEXA PACKETS					
1)	15 gms and above Packets		3.03	VDA Per day Rs. 72.32	
4.	Bundle Packing		Minimum Rates of Wages payable per K.G.	VDA Per day Rs. 72.32	
1)	100 gms. bundles		4.90		
2)	100 gms. To 250 gms. bundles				
3)	250 gms. and above bundles				
5.	Grinders, Mixers Coaters / Dippers Bathi Machine Operators Carton Packers		Minimum Rates of Wages payable per day	VDA Per day Rs. 72.32	
			473.83		
6.	Office Staff		Minimum Rates of Wages payable Per month		
			Basic	VDA	Total
1.	Manager / Personal Officer		13520.76	1880.40	15401.16
2.	Assistant Manager/Assistant Personal Manager		13245.76	1880.40	15126.16
3.	Accountant / Cashier / Clerk / Store Keeper		12805.76	1880.40	14686.16
4.	Stenographer / Computer Operator / Receptionist		12640.76	1880.40	14521.16
5.	Office boy / Peon / Watchman / Attender / Gardener / Sweeper / House Keeping		11540.76	1880.40	13421.16
7.	Drivers		Minimum Rates of Wages Payable Per month		
1.	Lorry Drivers		12585.76	1880.40	14466.16
2.	Car / Jeep / Three Wheel (LCV) Drivers		12145.76	1880.40	14026.16
			Minimum Rates of Wages Payable Per day		
8.	Loaders and Un-Loaders		473.91	72.32	546.23
9.	General Workers (Not listed in any of the above Categories)		457.41	72.32	529.73

V.D.A: In addition to the Basic wages, all category of Employees in the State shall be paid VDA @ 4 paise per point over and above 8398 points.