

169. Shops and Commercial Establishments

Notification No. KAE 20 LMW 2017, dated 30-12-2017

Published in Gazette dated 29-3-2018, Minimum Wages w.e.f. 29-03-2018

Cost of Living Allowance to be paid over and above 6537 points

Cost of Living Index: 9965– 6537 = 3428 points

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

SCHEDULE

		ZONE-I		ZONE-II		ZONE-III		ZONE-IV	
		PER MONTH	PER DAY	PER MONTH	PER DAY	PER MONTH	PER DAY	PER MONTH	PER DAY
HIGH SKILLED WORKERS									
Pharmacist & Chemist	Basic	15,423.40	593.21	14,688.95	564.96	13,989.48	538.06	13,323.31	512.44
Technical Supervisor	VDA	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
other high skilled	Total	19,537.00	751.43	18,802.55	723.18	18,103.08	696.28	17,436.91	670.66

1 Substituted for the words "SHOPS AND COMMERCIAL ESTABLISHMENTS" by Notification No. KAE 47, LMW 2017, dated 10-8-2018.

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SKILLED WORKERS									
Salesmen/ Sales Girl/ Compounder, Photo-artist Photographer Watch Mechanic/ Repairer Radio Mechanic / Repairer T V Mechanic/ Repairer T V Mechanic/ Repairer Optical Mechanic Repairer Skilled labour in lift fixing installing establishment Technician/ Mechanical Instrument shop, Carpenter (Furniture shop) Polisher (Furniture shop) Refractionarian man (Optical shop) Hair Dresser (in hair dressing saloon) Air condition plant operator Umbrella / Suitcase maker other skilled labourer	Basic VDA Total	14,021.27 4113.60 18,134.87	539.28 158.22 697.50	13,353.59 4113.60 17,467.19	513.60 158.22 671.82	12,717.71 4113.60 16,831.31	489.14 158.22 647.36	12,112.10 4113.60 16,225.70	465.85 158.22 624.07

SEMI-SKILLED WORKERS

Bill collector									
Bill clerk									
Godown Keeper, Booking clerk									
Assistant Sales man/Sales Girl									
Assistant Photo-artists									
Shop Assistant	Basic	12,746.61	490.25	12,139.63	466.91	11,561.55	444.68	11,011.00	423.50
Packer	VDA	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
Gas Supplier, Stove Repairer	Total	16,860.21	648.47	16,253.23	625.13	15,675.15	602.90	15,124.60	581.72
Painter									
Fruit Juice or Lassi maker in the shops									
other un-skilled labourer									

Shops and Commercial Establishments**UN-SKILLED WORKERS**

Messenger, Weighing man, Bicycle Fitter,									
Workers engaged in drying, storing, washing, Ironing (in Laundry), measuring, loading and unloading in warehousing godowns, storerooms,	Basic	11,587.83	445.69	11,036.03	424.46	10,510.50	404.25	10,010.00	385.00
Workers engaged in grinding establishment Services,	VDA	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
Gunny Bag Stitcher	Total	15,701.43	603.91	15,149.63	582.68	14,624.10	562.47	14,123.60	543.22
General workers (in all shops and commercial establishments other than in administration and clerical cadre and who are not covered in any of the above categories)									
other un-skilled labourer									

OFFICE STAFF AND DRIVERS

Manager, Personal Officer, Marketing Manager, Office Incharge and Equivalent Job	Basic	16,423.00	631.00	15,688.00	603.38	14,989.00	576.50	14,323.00	550.88
	VDA	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
	Total	20,536.60	789.22	19,801.60	761.60	19,102.60	734.72	18,436.60	709.10

Assistant Manager, Assistant Personal Manager, Senior Accountant, and Equivalent Job	Basic	15,423.40	593.21	14,688.95	564.96	13,989.48	538.06	13,323.31	512.44
	VDA	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
	Total	19,537.00	751.43	18,802.55	723.18	18,103.08	696.28	17,436.91	670.66
Senior Clerk, Cashier, Judgment Writer, Steno-grapher, Store-keeper, Receptionist and Equivalent Job	Basic	14,021.27	539.28	13,353.59	513.60	12,717.71	489.14	12,112.10	465.85
	VDA	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
	Total	18,134.87	697.50	17,467.19	671.82	16,831.31	647.36	16,225.70	624.07
Junior Clerk, Booking Clerk Computer Operator, Typist Telephone Operator Data Entry Operator and Equivalent Job	Basic	12,746.61	490.25	12,139.63	466.91	11,561.55	444.68	11,011.00	423.50
	VDA	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
	Total	16,860.21	648.47	16,253.23	625.13	15,675.15	602.90	15,124.60	581.72
Servant, Watchman, Lift Operator, Office Boy Attender, Helper, Dalayat, Mazdoor, Sweeper and Equivalent Job	Basic	11,587.83	445.69	11,036.03	424.46	10,510.50	404.25	10,010.00	385.00
	VDA	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
	Total	15,701.43	603.91	15,149.63	582.68	14,624.10	562.47	14,123.60	543.22

Heavy Vehicle Drivers									
Tractor Drivers									
Multi Axel and									
Heavy Vehicle Drivers	Basic	14,021.27	539.28	13,353.59	513.60	12,717.71	489.14	12,112.10	465.85
Earth Movers Drivers	VDA	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
Assembled Crane Drivers	Total	18,134.87	697.50	17,467.19	671.82	16,831.31	647.36	16,225.70	624.07
Tractor Drivers									
Road Roller and Road									
Constructing Vehicle Drivers									
Car Driver	Basic	12,746.61	490.25	12,139.63	466.91	11,561.55	444.68	11,011.00	423.50
Jeep Driver	VDA	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
Light Vehicle Drivers	Total	16,860.21	648.47	16,253.23	625.13	15,675.15	602.90	15,124.60	581.72
Tum Tum Three Wheel Vehicle Drivers	Basic	11,587.83	445.69	11,036.03	424.46	10,510.50	404.25	10,010.00	385.00
	VDA	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
	Total	15,701.43	603.91	15,149.63	582.68	14,624.10	562.47	14,123.60	543.22

Zone-I: Notified Areas under Bruhat Bangalore Mahanagara Palike.

Zone-II: ALL Notified Areas under Bruhat Bangalore Mahanagara Palike other than the areas mentioned in Zone – I

Zone-III: All District Places other than Areas Notified in Zone-I & Zone II.

Zone-IV: All other parts of the State other than Areas Notified in Zone-I, Zone II & Zone III.

VDA: In addition to the Basic wages, all Category of employees in the State shall be paid VDA @4 paise per point over and above 6537 points.

166. Security Agency (Industries and Establishments wherein Office Staff and Security Guards are appointed by such Agency)

Notification No. KAE 18 LWA 2022 dated 28-7-2022, w.e.f. 29-8-2022

Cost of Living Allowance to be paid over and above 7616 points

Cost of Living Index: 9965- 7616 = 2349 points

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

SCHEDULE

Sl. No.	Class of Employment		Minimum rates of wages payable							
			Zone-I		Zone-II		Zone-III		Zone-IV	
			Per Day	Per Month	Per Day	Per Month	Per Day	Per Month	Per Day	Per Month
1	2		3	4	5	6				
HIGHLY SKILLED WORKERS										
1.	Security Officer	Basic	668.68	17385.63	636.84	16557.74	606.51	15769.28	577.63	15018.36
	Field Officer and other skilled Workers	VDA	108.42	2818.80	108.42	2818.80	108.42	2818.80	108.42	2818.80
		Total	777.10	20,204.43	745.26	19,376.54	714.93	18,588.08	686.05	17,837.16
SKILLED WORKERS										
2.	Security Inspector, Security Supervisor	Basic	617.63	16058.30	588.22	15293.62	560.21	14565.35	533.53	13871.76
	Assistant Security Officer, Intelligence & Fire Fighting Officer and Other Skilled Workers	VDA	108.42	2818.80	108.42	2818.80	108.42	2818.80	108.42	2818.80
		Total	726.05	18,877.10	696.64	18,112.42	668.63	17,384.15	641.95	16,690.56

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

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SEMI-SKILLED WORKERS										
3.	Security Guard without Arms, Head Guard (Men / Women, Security Searcher, Lift Operator and Other Semi Skilled Workers	Basic	605.47	15742.26	576.64	14992.63	599.18	14278.70	523.03	13598.76
		VDA	108.42	2818.80	108.42	2818.80	108.42	2818.80	108.42	2818.80
		Total	713.89	18,561.06	685.06	17,811.43	707.60	17,097.50	631.45	16,417.56
UNSKILLED WORKERS										
4.	Peon, Office Boy, Attender, Helper / Assistant, Dalayat, Mazdoor, Sweeper, Cleaner and Other Un-skilled Workers	Basic	571.06	14847.65	543.87	14140.62	517.97	13467.26	493.31	12825.96
		VDA	108.42	2818.80	108.42	2818.80	108.42	2818.80	108.42	2818.80
		Total	679.48	17,666.45	652.29	16,959.42	626.39	16,286.06	601.73	15,644.76

Office Staff and Drivers										
1.	Manager / Personal Officer, Marketing Manager, Office Incharge and Equivalent Post	Basic	702.10	18254.90	668.70	17385.60	636.84	16557.70	606.51	15769.30
		VDA	108.42	2818.80	108.42	2818.80	108.42	2818.80	108.42	2818.80
		Total	810.52	21,073.70	777.12	20,204.40	745.26	19,376.50	714.93	18,588.10
2.	Assistant Manager, Asst. Personal Manager, Sr. Accountant and Equivalent Post	Basic	668.68	17385.63	636.84	16557.74	606.51	15769.28	577.63	15018.36
		VDA	108.42	2818.80	108.42	2818.80	108.42	2818.80	108.42	2818.80
		Total	777.10	20,204.43	745.26	19,376.54	714.93	18,588.08	686.05	17,837.16
3.	Sr. Attender, Cashier, Judgment Writer, Senographer, Storekeeper, Receptionist, and Equivalent Post	Basic	617.63	16058.30	588.22	15293.62	560.21	14565.35	533.53	13871.76
		VDA	108.42	2818.80	108.42	2818.80	108.42	2818.80	108.42	2818.80
		Total	726.05	18,877.10	696.64	18,112.42	668.63	17,384.15	641.95	16,690.56

4.	Jr. Attender, Booking Attender, Computer Operator, Typist, Telephone Operator, Data Entry Operator and Equivalent Post	Basic VDA Total	605.47 108.42 713.89	15742.26 2818.80 18,561.06	576.64 108.42 685.06	14992.63 2818.80 17,811.43	599.18 108.42 707.60	14278.70 2818.80 17,097.50	523.03 108.42 631.45	13598.76 2818.80 16,417.56
5.	Heavy Vehicle Driver, Tractor Driver, Multi Axel and Earth Movers Driver, Crane Drivers, Road Roller and Vehicles used for Repair and Construct Roads Drivers	Basic VDA Total	617.63 108.42 726.05	16058.30 2818.80 18,877.10	588.22 108.42 696.64	15293.62 2818.80 18,112.42	560.21 108.42 668.63	14565.35 2818.80 17,384.15	533.53 108.42 641.95	13871.76 2818.80 16,690.56
6.	Car Driver, Jeep Driver, Light Vehicle Drivers, Tum Tum, Three Wheel Vehicle Drivers	Basic VDA Total	605.47 108.42 713.89	15742.26 2818.80 18,561.06	576.64 108.42 685.06	14992.63 2818.80 17,811.43	549.18 108.42 657.60	14278.70 2818.80 17,097.50	523.03 108.42 631.45	13598.76 2818.80 16,417.56

Zone-I: Bruhat Bangalore Mahanagara Palike and Designated Agglomeration Areas.

Zone-II: All City Corporations in State and Designated Agglomeration Areas.

Zone-III: All District Centers of the State other than places mentioned in Zone-I and Zone-II

Zone-IV: Other places of the State other than places mentioned in Zone-II and Zone III.

VDA: In addition to the Basic wages, all Category of employees in the State shall be paid VDA @ 4 paise per point over and above 7616 points.