

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. 30-12-2017

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

Cost of Living Index: 8901 – 6537 = 2364 points

Minimum wages and VDA from 1-4-2023 to 31-3-2024

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	2836.80	109.11	2836.80	109.11	2836.80	109.11	2836.80	109.11
other high skilled	Total	18260.20	702.32	17525.75	674.07	16826.28	647.17	16160.11	621.55

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

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	14,021.27	539.28	13,353.59	513.60	12,717.71	489.14	12,112.10	465.85
	VDA	2836.80	109.11	2836.80	109.11	2836.80	109.11	2836.80	109.11
	Total	16858.07	648.39	16190.39	622.71	15554.51	598.25	14948.90	574.96

SEMI-SKILLED WORKERS

Bill collector									
Bill clerk									
Godown Keeper, Booking clerk									
Assistant Sales man/Sales Girl									
Assistant Photo-artists	Basic	12,746.61	490.25	12,139.63	466.91	11,561.55	444.68	11,011.00	423.50
Shop Assistant	VDA	2836.80	109.11	2836.80	109.11	2836.80	109.11	2836.80	109.11
Packer	Total	15583.41	599.36	14976.43	576.02	14398.35	553.79	13847.80	532.61
Gas Supplier, Stove Repairer									
Painter									
Fruit Juice or Lassi maker in the shops									
other un-skilled labourer									

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,									
Workers engaged in grinding establishment Services,	Basic	11,587.83	445.69	11,036.03	424.46	10,510.50	404.25	10,010.00	385.00
Gunny Bag Stitcher	VDA	2836.80	109.11	2836.80	109.11	2836.80	109.11	2836.80	109.11
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)	Total	14424.63	554.80	13872.83	533.57	13347.30	513.36	12846.80	494.11
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	2836.80	109.11	2836.80	109.11	2836.80	109.11	2836.80	109.11
	Total	19259.80	740.11	18524.80	712.49	17825.80	685.61	17159.80	659.99
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	2836.80	109.11	2836.80	109.11	2836.80	109.11	2836.80	109.11
	Total	18260.20	702.32	17525.75	674.07	16826.28	647.17	16160.11	621.55

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	2836.80	109.11	2836.80	109.11	2836.80	109.11	2836.80	109.11
	Total	16858.07	648.39	16190.39	622.71	15554.51	598.25	14948.90	574.96
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	2836.80	109.11	2836.80	109.11	2836.80	109.11	2836.80	109.11
	Total	15583.41	599.36	14976.43	576.02	14398.35	553.79	13847.80	532.61
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	2836.80	109.11	2836.80	109.11	2836.80	109.11	2836.80	109.11
	Total	14424.63	554.80	13872.83	533.57	13347.30	513.36	12846.80	494.11

Heavy Vehicle Drivers Tractor Drivers Multi Axel and Heavy Vehicle Drivers Earth Movers Drivers Assembled Crane Drivers Tractor Drivers Road Roller and Road Constructing Vehicle Drivers	Basic	14,021.27	539.28	13,353.59	513.60	12,717.71	489.14	12,112.10	465.85
	VDA	2836.80	109.11	2836.80	109.11	2836.80	109.11	2836.80	109.11
	Total	16858.07	648.39	16190.39	622.71	15554.51	598.25	14948.90	574.96
Car Driver Jeep Driver Light Vehicle Drivers	Basic	12,746.61	490.25	12,139.63	466.91	11,561.55	444.68	11,011.00	423.50
	VDA	2836.80	109.11	2836.80	109.11	2836.80	109.11	2836.80	109.11
	Total	15583.41	599.36	14976.43	576.02	14398.35	553.79	13847.80	532.61
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	2836.80	109.11	2836.80	109.11	2836.80	109.11	2836.80	109.11
	Total	14424.63	554.80	13872.83	533.57	13347.30	513.36	12846.80	494.11

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.

143. Hotels/ Residential Hotels, Restaurants, Motels, Lodges, Eateries, Canteens, Dhabas, Outdoor Food Making and Catering and in Allied Esatblishments

Notification No. KAE 90 LWa 2022 dated 13-1-2023, w.e.f. 13-1-2023

Cost of Living Allowance to be paid over and above 7973 points

Cost of Living Index: 8901 - 7973 = 928 points

Minimum wages and VDA from 1-4-2023 to 31-3-2024

SCHEDULE

		ZONE-I		ZONE-II		ZONE-III		ZONE-IV	
HIGHLY SKILLED WORKERS		PER MONTH	PER DAY	PER MONTH	PER DAY	PER MONTH	PER DAY	PER MONTH	PER DAY
Cook, Sweet maker, Supervisor, Kitchen Supervisor	BASIC	17185.34	660.97	15623.04	600.89	14202.76	546.26	12782.48	491.63
	VDA	1113.60	42.83	1113.60	42.83	1113.60	42.83	1113.60	42.83
	Total	18298.94	703.80	16736.64	643.72	15316.36	589.09	13896.08	534.46
SKILLED WORKERS									
Barman, Electrician, Assistant Cook/ Dosa maker, Idli maker and Chapathi maker	BASIC	16320.19	627.70	14836.54	570.64	13487.76	518.76	12138.98	466.88
	VDA	1113.60	42.83	1113.60	42.83	1113.60	42.83	1113.60	42.83
	Total	17433.79	670.53	15950.14	613.47	14601.36	561.59	13252.58	509.71
SEMI-SKILLED WORKERS									
Room boy, Assistant, Coffee/Tea maker, surver/Supplier, Bearer/Waiter/Butler/ Grinder or Vegetable cutter, Mutton cutter, Parcel Boy, Lift Attender	BASIC	15801.10	607.73	14364.64	552.49	502.26	13058.76	11752.88	452.03
	VDA	1113.60	42.83	1113.60	42.83	1113.60	42.83	1113.60	42.83
	Total	16914.70	650.56	15478.24	595.32	1615.86	13101.59	12866.43	494.86

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

UN-SKILLED WORKERS

Water carriers, Gardeners, Dhobi Cleaner, Peon, Watchman, Sweeper, Office Assistant and doing a job similar to the categories mentioned above.	BASIC	14935.95	574.46	13578.14	522.24	12343.76	474.76	11109.38	427.28
	VDA	1113.60	42.83	1113.60	42.83	1113.60	42.83	1113.60	42.83
	Total	16049.55	617.29	14691.74	565.07	13457.36	517.59	12222.98	470.11

OFFICE STAFF AND DRIVERS

Manager, Personal Officer, Marketing Manager/Office Incharge and Equivalent Job	BASIC	17666.45	679.48	16099.35	619.21	14674.72	564.42	13250.09	509.6
	VDA	1113.60	42.83	1113.60	42.83	1113.60	42.83	1113.60	42.83
	Total	18780.05	722.31	17212.95	662.04	15788.32	607.25	14363.69	552.43
Assistant Manager, Assistant Personal Manager, Senior Accountant and Equivalent Job	BASIC	17078.15	656.85	15564.53	598.64	14188.52	545.72	12812.51	492.79
	VDA	1113.60	42.83	1113.60	42.83	1113.60	42.83	1113.60	42.83
	Total	18191.75	699.68	16678.13	641.47	15302.12	588.55	13926.11	535.62
Senior Clerk, Cashier, Judgment Writer, Steno-grapher, Store-keeper, Receptionist and Equivalent Job	BASIC	16420.63	631.57	14966.79	575.65	13645.12	524.82	12323.45	473.98
	VDA	1113.60	42.83	1113.60	42.83	1113.60	42.83	1113.60	42.83
	Total	17534.23	674.40	16080.39	618.48	14758.72	567.65	13437.05	516.81
Junior Clerk, Booking Clerk Computer Operator, Typist Telephone Operator, Data Entry Operator and Equivalent Job	BASIC	16005.36	615.59	14589.27	561.13	13301.92	511.62	12014.57	462.10
	VDA	1113.60	42.83	1113.60	42.83	1113.60	42.83	1113.60	42.83
	Total	17118.96	658.42	15702.87	603.96	14415.52	554.45	13128.17	504.93
Servant, Watchman, Lift Operator, Office Boy, Attender, Helper, Dalayat, Mazdoor, Sweepers and Equivalent Job	BASIC	14794.15	569.01	13488.17	518.78	12300.92	473.12	11113.67	427.45
	VDA	1113.60	42.83	1113.60	42.83	1113.60	42.83	1113.60	42.83
	Total	15907.75	611.84	14601.77	561.61	13414.52	515.95	12227.27	470.28
Heavy Vehicle Drivers, Tractor Drivers, Multi Axel and Heavy Vehicle Drivers, Earth Movers Drivers, Assembled Crane Drivers, Tractor Drivers, Road Roller and Road Constructing Vehicle Drivers	BASIC	16420.63	631.57	14966.79	575.65	13645.12	524.82	12323.45	473.98
	VDA	1113.60	42.83	1113.60	42.83	1113.60	42.83	1113.60	42.83
	Total	17534.23	674.40	16080.39	618.48	14758.72	567.65	13437.05	516.81

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Car/Jeep Driver, Light Vehicle Drivers, Tum Tum Three Wheel Vehicle Drivers	BASIC	16005.36	615.59	14589.27	561.13	13301.92	511.62	12014.57	462.10
	VDA	1113.60	42.83	1113.60	42.83	1113.60	42.83	1113.60	42.83
	Total	17118.96	658.42	15702.87	603.96	14415.52	554.45	13128.17	504.93

- Zone I: Bangalore City Agglomeration Areas and City Corporation Agglomeration Areas in the State (City Corporations)
- Zone II: Shall comprise all District Head Quarters Except Zone I.
- Zone III: Shall comprise other areas, which are not covered in Zone I & Zone II
- 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 7973 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. 1-4-2021

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

Cost of Living Index: 8901 – 7616 = 1285 points

Minimum wages and VDA from 28-07-2023 to 31-3-2024

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	59.31	1,542.00	59.31	1,542.00	59.31	1,542.00	59.31	1,542.00
		Total	727.99	18927.63	696.15	18099.74	665.82	17311.28	636.94	16560.36
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	59.31	1,542.00	59.31	1,542.00	59.31	1,542.00	59.31	1,542.00
		Total	676.94	17600.30	647.53	16835.62	619.52	16107.35	592.84	15413.76

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

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	59.31	1,542.00	59.31	1,542.00	59.31	1,542.00	59.31	1,542.00
		Total	664.78	17284.26	635.95	16534.63	658.49	15820.70	582.34	15140.76

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	59.31	1,542.00	59.31	1,542.00	59.31	1,542.00	59.31	1,542.00
		Total	630.37	16389.65	603.18	15682.62	577.28	15009.26	552.62	14367.96

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	59.31	1,542.00	59.31	1,542.00	59.31	1,542.00	59.31	1,542.00
		Total	761.41	19796.90	728.01	18927.60	696.15	18099.70	665.82	17311.30
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	59.31	1,542.00	59.31	1,542.00	59.31	1,542.00	59.31	1,542.00
		Total	727.99	18927.63	696.15	18099.74	665.82	17311.28	636.94	16560.36
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	59.31	1,542.00	59.31	1,542.00	59.31	1,542.00	59.31	1,542.00
		Total	676.94	17600.30	647.53	16835.62	619.52	16107.35	592.84	15413.76

4.	Jr. Attender, Booking Attender, Computer Operator, Typist, Telephone Operator, Data Entry Operator and Equivalent Post	Basic	605.47	15742.26	576.64	14992.63	599.18	14278.70	523.03	13598.76
		VDA	59.31	1,542.00	59.31	1,542.00	59.31	1,542.00	59.31	1,542.00
		Total	664.78	17284.26	635.95	16534.63	658.49	15820.70	582.34	15140.76
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	617.63	16058.30	588.22	15293.62	560.21	14565.35	533.53	13871.76
		VDA	59.31	1,542.00	59.31	1,542.00	59.31	1,542.00	59.31	1,542.00
		Total	676.94	17600.30	647.53	16835.62	619.52	16107.35	592.84	15413.76
6.	Car Driver, Jeep Driver, Light Vehicle Drivers, Tum Tum, Three Wheel Vehicle Drivers	Basic	605.47	15742.26	576.64	14992.63	549.18	14278.70	523.03	13598.76
		VDA	59.31	1,542.00	59.31	1,542.00	59.31	1,542.00	59.31	1,542.00
		Total	664.78	17284.26	635.95	16534.63	658.49	15820.70	582.34	15140.76

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.