68. Employment in Shops and Commercial Establishments.

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

Published in Gazette dated 29-03-2018

Minimum Wages With effect from 30-12-2017.

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

Cost of Living Index: 10328– 6537 = 3791 points

Minimum wages and VDA from 01-04-2026 to 31-03-2027

SCHEDULE

Class of Employment		Minimum Rates of Wages							
		Zone-1		Zone-2		Zone-3		Zone-4	
		Per day	Per month	Per day	Per month	Per day	Per month	Per day	Per month
Highly Skilled Workers									
Pharmacist & Chemist, Technical Supervisor, and other Highly Skilled Work	Basic	593.21	15423.40	564.96	14688.95	538.06	13989.48	512.44	13323.31
	VDA	174.97	4549.20	174.97	4549.20	174.97	4549.20	174.97	4549.20
	Total	**768.18**	**19972.60**	**739.93**	**19238.15**	**713.03**	**18538.68**	**687.41**	**17872.51**
Skilled Workers									
Salesmen/Sales Girl,compounder, Photo-artist, Photographer, Watch Mechanic / Repairer, Radio 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, (Optical shop), Hair Dresser (in hair dressing saloon), Air Condition plant operator, Umbrella / Suitcase maker and other skilled work	Basic	539.28	14021.27	513.60	13353.59	489.14	12717.71	465.85	12112.10
	VDA	174.97	4549.20	174.97	4549.20	174.97	4549.20	174.97	4549.20
	Total	**714.25**	**18570.47**	**688.57**	**17902.79**	**664.11**	**17266.91**	**640.82**	**16661.30**

Semi-Skilled Workers									
Bill collector, Bill clerk, Godown Keeper, Booking clerk, Assistant Sales man /Sales Girl, Assistant Photo artists, Shop Assistant, Packer, Gas Supplier, Stove Repairer, Painter, Fruit Juice or Lassi maker in the shop and other semi skilled work.	Basic	490.25	12746.61	466.91	12139.63	444.68	11561.55	423.50	11011.00
	VDA	174.97	4549.20	174.97	4549.20	174.97	4549.20	174.97	4549.20
	Total	**665.22**	**17295.81**	**641.88**	**16688.83**	**619.65**	**16110.75**	**598.47**	**15560.20**
Un-Skilled Workers									
Messenger, Weighing man, Bicycle Fitter/repairer, Workers engaged in drying, storing, washing, Ironing, (in Laundry), measuring,, loading and unloading in warehousing godowns, storerooms Workers engaged in grinding establishment services, General workers (in all shops & commercial establishments other than in administration) and clerical cadre and who are not covered in any of the above categories) and other unskilled worker	Basic	445.69	11587.83	424.46	11036.03	404.25	10510.50	385.00	10010.00
	VDA	174.97	4549.20	174.97	4549.20	174.97	4549.20	174.97	4549.20
	Total	**620.66**	**16137.03**	**599.43**	**15585.23**	**579.22**	**15059.70**	**559.97**	**14559.20**
Office Staff and Drivers									
Employment Details		**Zone-I**		**Zone-II**		**Zone-III**		**Zone- IV**	
		Per day	**Per month**	**Per day**	**Per month**	**Per day**	**Per month**	**Per day**	**Per month**
Manager/ Personal officer, Marketing Manager/ office Supervisor and similar post	Basic	631.00	16423.00	603.38	15688.00	576.50	14989.00	550.88	14323.00
	VDA	174.97	4549.20	174.97	4549.20	174.97	4549.20	174.97	4549.20
	Total	**805.97**	**20972.20**	**778.35**	**20237.20**	**751.47**	**19538.20**	**725.85**	**18872.20**

Assistant Manager / Assistant Personal Manager, Senior Accountant and similar post	Basic	593.21	15423.40	564.96	14688.95	538.06	13989.48	512.44	13323.31
	VDA	174.97	4549.20	174.97	4549.20	174.97	4549.20	174.97	4549.20
	Total	**768.18**	**19972.60**	**739.93**	**19238.15**	**713.03**	**18538.68**	**687.41**	**17872.51**
Senior Clerk, Cashier, Judgment writer, Stenographer, Store keeper, Receptionist, and similar post.	Basic	539.28	14021.27	513.60	13353.59	489.14	12717.71	465.85	12112.10
	VDA	174.97	4549.20	174.97	4549.20	174.97	4549.20	174.97	4549.20
	Total	**714.25**	**18570.47**	**688.57**	**17902.79**	**664.11**	**17266.91**	**640.82**	**16661.30**
Junior Clerk , Booking Clerk, Computer Operator, Typist, Telephone Operator, Data Entry Operator and similar post.	Basic	490.25	12746.61	466.91	12139.63	444.68	11561.55	423.50	11011.00
	VDA	174.97	4549.20	174.97	4549.20	174.97	4549.20	174.97	4549.20
	Total	**665.22**	**17295.81**	**641.88**	**16688.83**	**619.65**	**16110.75**	**598.47**	**15560.20**
Attender, Watchman, Lift Operator , Office Boy, Peon, Helper/ Assistant, Dalayat, Majdur, Sweeper and similar post.	Basic	445.69	11587.83	424.46	11036.03	404.25	10510.50	385.00	10010.00
	VDA	174.97	4549.20	174.97	4549.20	174.97	4549.20	174.97	4549.20
	Total	**620.66**	**16137.03**	**599.43**	**15585.23**	**579.22**	**15059.70**	**559.97**	**14559.20**
Heavy Vehicle Driver, Tractor Driver, Multi Axel And Earth Movers Drivers, Crane Vehicle Drivers, Road Roller And Construction Of Road Related Vehicle Drivers	Basic	539.28	14021.27	513.60	13353.59	489.14	12717.71	465.85	12112.10
	VDA	174.97	4549.20	174.97	4549.20	174.97	4549.20	174.97	4549.20
	Total	**714.25**	**18570.47**	**688.57**	**17902.79**	**664.11**	**17266.91**	**640.82**	**16661.30**
Car Driver, Jeep Driver, Light Vehicle Drivers	Basic	490.25	12746.61	466.91	12139.63	444.68	11561.55	423.50	11011.00
	VDA	174.97	4549.20	174.97	4549.20	174.97	4549.20	174.97	4549.20
	Total	**665.22**	**17295.81**	**641.88**	**16688.83**	**619.65**	**16110.75**	**598.47**	**15560.20**
Tom Tom , Three Wheeler Vehicle Drivers	Basic	445.69	11587.83	424.46	11036.03	404.25	10510.50	385.00	10010.00
	VDA	174.97	4549.20	174.97	4549.20	174.97	4549.20	174.97	4549.20
	Total	**620.66**	**16137.03**	**599.43**	**15585.23**	**579.22**	**15059.70**	**559.97**	**14559.20**

Zone – 1: Notified areas of Bruhat Bengaluru Mahanagara Palike .

Zone - 2 : Notified areas of all the Corporations in the State other than BBMP.

Zone – 3: All District Head Quarters Other than the places mentioned in Zone – 1 & Zone -2

Zone – 4: All other Places of the State other than the places mentioned in Zone -1, Zone-2 and Zone -3.

V.D.A : In addition to the basic wages, all Category of Employees in the state shall be paid V.D.A at the rate of 4 Paise per point over and above 6537 points.