

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	Basic	14,021.27	539.28	13,353.59	513.60	12,717.71	489.14	12,112.10	465.85
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	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

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 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	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
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	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
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.

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

Notification No. LD 90 LWA 2022 dated w.e.f. 13-1-2023
Published in the Gazette dated 4-2-2023, Minimum Wages w.e.f. 4-2-2023

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

Cost of Living Index: 9965- 7973 = 1992 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
HIGHLY SKILLED WORKERS									
Cook, Sweet maker, Supervisor, Kitchen Supervisor	BASIC	17185.34	660.97	15623.04	600.89	14202.76	546.26	12782.48	491.63
	VDA	2390.40	91.94	2390.40	91.94	2390.40	91.94	2390.40	91.94
	Total	19575.74	752.91	18013.44	692.83	16593.16	638.20	15172.88	583.57
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	2390.40	91.94	2390.40	91.94	2390.40	91.94	2390.40	91.94
	Total	18710.59	719.64	17226.94	662.58	15878.16	610.70	14529.38	558.82
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	2390.40	91.94	2390.40	91.94	2390.40	91.94	2390.40	91.94
	Total	18191.50	699.67	16755.04	644.43	2892.66	13150.70	14143.28	543.97

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

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Hotels/ Residential Hotels, Restaurants, Motels, Lodges, Eateries, Canteens

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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	2390.40	91.94	2390.40	91.94	2390.40	91.94	2390.40	91.94
	Total	17326.35	666.40	15968.54	614.18	14734.16	566.70	13499.78	519.22

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	2390.40	91.94	2390.40	91.94	2390.40	91.94	2390.40	91.94
	Total	20056.85	771.42	18489.75	711.15	17065.12	656.36	15640.49	601.54
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	2390.40	91.94	2390.40	91.94	2390.40	91.94	2390.40	91.94
	Total	19468.55	748.79	17954.93	690.58	16578.92	637.66	15202.91	584.73
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	2390.40	91.94	2390.40	91.94	2390.40	91.94	2390.40	91.94
	Total	18811.03	723.51	17357.19	667.59	16035.52	616.76	14713.85	565.92
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	2390.40	91.94	2390.40	91.94	2390.40	91.94	2390.40	91.94
	Total	18395.76	707.53	16979.67	653.07	15692.32	603.56	14404.97	554.04
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	2390.40	91.94	2390.40	91.94	2390.40	91.94	2390.40	91.94
	Total	17184.55	660.95	15878.57	610.72	14691.32	565.06	13504.07	519.39

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	2390.40	91.94	2390.40	91.94	2390.40	91.94	2390.40	91.94
	Total	18811.03	723.51	17357.19	667.59	16035.52	616.76	14713.85	565.92
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	2390.40	91.94	2390.40	91.94	2390.40	91.94	2390.40	91.94
	Total	18395.76	707.53	16979.67	653.07	15692.32	603.56	14404.97	554.04

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. 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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Security Agency (Industries and Establishments wherein Office Staff

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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	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
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	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
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	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	657.60	17,097.50	631.45	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.

9. Automobile Engineering (Including Manufacturing, Assembling, Body Building, Servicing and Repairing Works)

Notification No. KAE & LWA 2022 dated 28-7-2022
Published in Gazette dated 08-8-2022, Minimum wages w.e.f. 8-8-2022

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							
		Zone-1		Zone-2		Zone-3		Per day	Per month
		Per day	Per month	Per day	Per month	Per day	Per month		
3	4	5	6	7	8	9	10		
I. Highly Skilled									
Foreman	Basic	663.00	17,238.05	602.73	15,670.95	547.04	14,246.32	493.14	12,821.69
	VDA	108.42	2818.80	108.42	2818.80	108.42	2818.80	108.42	2818.80
	Total	771.42	20056.85	711.15	18489.75	655.46	17065.12	601.56	15640.49
Supervisor / Asst Foreman	Basic	640.37	16,649.75	582.16	15,136.13	529.24	13,760.12	476.31	12,364.11
	VDA	108.42	2818.80	108.42	2818.80	108.42	2818.80	108.42	2818.80
	Total	748.79	19468.55	690.58	17954.93	637.66	16578.92	584.73	15202.91

Substituted for the words "AUTOMOBILE ENGINEERING" by Notification No. KAE 45, LMW 2017, dated 10-8-2018.

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II. Skilled

Tuner	Basic	615.09	15,992.23	559.17	14,538.39	508.34	13,216.72	457.50	11,895.05
Fitter	VDA	108.42	2818.80	108.42	2818.80	108.42	2818.80	108.42	2818.80
Mechanic	Total	723.51	18811.03	667.59	17357.19	616.76	16035.52	565.92	14713.85
Welder									
Electrician									
Time Keeper									
Carpenter									
Painter									
Blacksmith									
Tinsmith									
Upholstery Man									
Machinist									
Valvaner									
Other Skilled Workers									

III. Semi Skilled

Assistant Fitter	Basic	599.11	15,576.96	544.65	14,103.87	493.14	12,873.52	445.62	11,586.17
Assistant Electrician	VDA	108.42	2818.80	108.42	2818.80	108.42	2818.80	108.42	2818.80
Assistant Blacksmith	Total	707.53	18395.76	653.07	16922.67	603.56	15692.32	554.04	14404.97
Assistant Welder									
Assistant Carpenter									
Assistant Turner									

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7. Assistant Engineer	Basic	288.11	15,376.96	544.65	14,160.87	495.14	12,873.52	445.62	11,586.17
	VDA	108.42	2818.80	108.42	2818.80	108.42	2818.80	108.42	2818.80
	Total	707.53	18395.76	653.07	16979.67	603.56	15692.32	554.04	14404.97
8. Assistant Engineer									
9. Assistant Painter									
10. Stationary									
11. Assistant Mechanic									
12. Journey or Apprentice									
13. Assistant Tinker									
14. Type Setter									
15. Other unskilled workers									
IV. Unskilled worker									
1. Cleaner / Helper	Basic	552.53	14,365.75	502.30	13,099.77	456.64	11,872.52	410.97	10,685.27
	VDA	108.42	2818.80	108.42	2818.80	108.42	2818.80	108.42	2818.80
	Total	660.95	17184.55	610.72	15878.57	565.06	14691.32	519.39	13504.07
2. Sweeper / Attender									
3. Other unskilled workers									

Office Staff and Drivers

1. Manager / Personnel Officer, Marketing Manager, Office Incharge and Equivalent Post	Basic	663.00	17,238.00	602.73	15,670.95	547.94	14,246.32	493.14	12,821.69
	VDA	108.42	2818.80	108.42	2818.80	108.42	2818.80	108.42	2818.80
	Total	771.42	20056.85	711.15	18489.75	656.36	17065.12	601.56	15640.49

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2. Assistant Manager, Asst. Personnel Manager, Sr. Accountant and Equivalent Post	Basic	643.37	16,649.75	582.16	15,136.13	529.24	13,760.12	476.31	12,384.11
	VDA	108.42	2818.80	108.42	2818.80	108.42	2818.80	108.42	2818.80
	Total	748.79	19468.55	690.58	17954.93	637.66	16578.92	584.73	15202.91
3. Sr. Attender, Cashier, Judgment Writer, Serrigrapher, Storekeeper, Receptionist and Equivalent Post	Basic	615.09	15,992.23	559.17	14,538.39	508.34	13,216.72	457.5	11,895.05
	VDA	108.42	2818.80	108.42	2818.80	108.42	2818.80	108.42	2818.80
	Total	723.51	18811.03	667.59	17357.19	616.76	16035.52	565.92	14713.85
4. Jr. Attender, Booking Attender, Computer Operator, Typist, Telephone Operator, Data Entry Operator and Equivalent Post	Basic	599.11	15,576.96	544.65	14,160.87	495.14	12,873.52	445.62	11,566.17
	VDA	108.42	2818.80	108.42	2818.80	108.42	2818.80	108.42	2818.80
	Total	707.53	18395.76	653.07	16979.67	603.56	15692.32	554.04	14404.97
5. Servant, Watchman, Lift Operator, Office boy, Attender, Helper, Asst. Dalayar, Maidcum, Sweeper and Equivalent Post	Basic	552.53	14,365.75	502.30	13,099.77	456.64	11,872.52	410.97	10,685.27
	VDA	108.42	2818.80	108.42	2818.80	108.42	2818.80	108.42	2818.80
	Total	660.95	17184.55	610.72	15878.57	565.06	14691.32	519.39	13504.07

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6.	Heavy Vehicle Driver, Tractor Driver, Mail Asst and Luggage Vehicle Driver, Earth Movers Driver, Crane Drivers, Road Roller and Vehicles used for Repair and Construct Roads Drivers	Basic	615.09	15,992.23	559.17	14,538.39	508.34	13,216.72	457.50	11,895.05
		VDA	108.42	2818.80	108.42	2818.80	108.42	2818.80	108.42	2818.80
		Total	723.51	18811.03	667.59	17357.19	616.76	16035.52	565.92	14713.85
7.	Car Driver, Jeep Driver, Light Transport Vehicle Driver, Taxi Tans, Three Wheel Vehicle Driver	Basic	599.11	15,576.96	544.65	14,160.87	495.14	12,873.52	445.62	11,586.17
		VDA	108.42	2818.80	108.42	2818.80	108.42	2818.80	108.42	2818.80
		Total	707.53	18395.76	653.07	16979.67	603.56	15692.32	554.04	14404.97

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-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.

131. Employment not covered under any Scheduled Employments

Notification No. KAE 31 LMW 2017, dated 30-12-2017

Published in the Gazette 1-3-2018, Minimum Wages w.e.f. 1-3-2018

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 WORKER									
Supervisor, (Shift works/Technical), foreman, plant incharge, chageman, senior Mechanic, senior fitter, senior welder, senior turner, Draftman, Computer programmer, Chemist, senior Operators, Analyst, Carpenter Class-I, any other high skilled labourer	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	19537.00	751.43	18802.55	723.18	18103.08	696.28	17436.91	670.66
SKILLED WORKER									

1. Substituted for the words "EMPLOYMENT NOT COVERED IN ANY OF THE SCHEDULED EMPLOYMENTS" by Notification No. KAE 47, LMW 2017, dated 10-8-2018.

Employment not covered under any Scheduled Employments

Lab Technician, Assistant foreman, Welder, Fitter, Mechanic, Turner, Machinist, Electrical Wireman, Carpenter, Blacksmith, Grinder, Driller, Carpenter Class-II, any 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	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
	Total	18134.87	697.50	17467.19	671.82	16831.31	647.36	16225.70	624.07

SEMI-SKILLED WORKER

Assistant Welder, Assistant Fitter, Assistant Mechanic, Assistant Turner, Assistant Machinist, Assistant Electrical, Assistant Wire man, Assistant Carpenter, Assistant Blacksmiths, Assistant Grinder Assistant Driller, Fireman Assistant Carpenter Lab Assistant, Assistant Chemist	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	16860.21	648.47	16253.23	625.13	15675.15	602.90	15124.60	581.72

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Employment not covered under any Scheduled Employments

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Lab Assistant Chemist, Junior Technician Junior Supervisor									
Store Assistant	Basic	12,746.61	490.25	12,139.63	466.91	11,561.55	444.68	11,011.00	423.50
Assistant Process Chemist	VDA	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
Trainee operator	Total	16860.21	648.47	16253.23	625.13	15675.15	602.90	15124.60	581.72
D.G. Operator other semi-Skilled Labourer									
UN-SKILLED WORKERS									
Helper, (Assistant), Loading/Unloading, Cleaners, Hamali, Mazdoor, Gardeners, other un-skilled labourer	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	15701.43	603.91	15149.63	582.68	14624.10	562.47	14123.60	543.22
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	20536.60	789.22	19801.60	761.60	19102.60	734.72	18436.60	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	19537.00	751.43	18802.55	723.18	18103.08	696.28	17436.91	670.66
Senior Clerk, Cashier, Judgment Writer, 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	18134.87	697.50	17467.19	671.82	16831.31	647.36	16225.70	624.07

Employment not covered under any Scheduled Employments

Junior Clerk, Booking Clerk Computer Operator, Typist Telephone Operator Data Entry Operator and Equivalent Job	Basic VDA Total	12,746.61 4113.60 16860.21	490.25 158.22 648.47	12,139.63 4113.60 16253.23	466.91 158.22 625.13	11,561.55 4113.60 15675.15	444.68 158.22 602.90	11,011.00 4113.60 15124.60	423.50 158.22 581.72
Servant, Watchman, Lift Operator, Office Boy Attender, Helper, Dalayat, Mazdoor, Sweepers and Equivalent Job	Basic VDA Total	11,587.83 4113.60 15701.43	445.69 158.22 603.91	11,036.03 4113.60 15149.63	424.46 158.22 582.68	10,510.50 4113.60 14624.10	404.25 158.22 562.47	10,010.00 4113.60 14123.60	385.00 158.22 543.22
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 VDA Total	14,021.27 4113.60 18134.87	539.28 158.22 697.50	13,353.59 4113.60 17467.19	513.60 158.22 671.82	12,717.71 4113.60 16831.31	489.14 158.22 647.36	12,112.10 4113.60 16225.70	465.85 158.22 624.07
Car Driver Jeep Driver Light Vehicle Drivers	Basic VDA Total	12,746.61 4113.60 16860.21	490.25 158.22 648.47	12,139.63 4113.60 16253.23	466.91 158.22 625.13	11,561.55 4113.60 15,675.15	444.68 158.22 602.90	11,011.00 4113.60 15124.60	423.50 158.22 581.72
Tum Tum Three Wheel Rickshaw Drivers (Battery Operated)	Basic VDA Total	11,587.83 4113.60 15701.43	445.69 158.22 603.91	11,036.03 4113.60 15149.63	424.46 158.22 582.68	10,510.50 4113.60 14624.10	404.25 158.22 562.47	10,010.00 4113.60 14123.60	385.00 158.22 543.22

