

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.

A KLJ PUBLICATION

| 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.