

**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: 8398 – 6537 = 1861 points

Minimum wages and VDA from 1-4-2022 to 31-3-2023

**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
<b>HIGH SKILLED WORKERS</b>									
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	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89
other high skilled	<b>Total</b>	<b>17,656.60</b>	<b>679.10</b>	<b>16,922.15</b>	<b>650.85</b>	<b>16,222.68</b>	<b>623.95</b>	<b>15,556.51</b>	<b>598.33</b>

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

<b>SKILLED WORKERS</b>									
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	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89
	<b>Total</b>	<b>16,254.47</b>	<b>625.17</b>	<b>15,586.79</b>	<b>599.49</b>	<b>14,950.91</b>	<b>575.03</b>	<b>14,345.30</b>	<b>551.74</b>

<b>SEMI-SKILLED WORKERS</b>									
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	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89
Packer	<b>Total</b>	<b>14,979.81</b>	<b>576.14</b>	<b>14,372.83</b>	<b>552.80</b>	<b>13,794.75</b>	<b>530.57</b>	<b>13,244.20</b>	<b>509.39</b>
Gas Supplier, Stove Repairer									
Painter									
Fruit Juice or Lassi maker in the shops									
other un-skilled labourer									

<b>UN-SKILLED WORKERS</b>									
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, Gunny Bag Stitcher 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	Basic	11,587.83	445.69	11,036.03	424.46	10,510.50	404.25	10,010.00	385.00
	VDA	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89
	<b>Total</b>	<b>13,821.03</b>	<b>531.58</b>	<b>13,269.23</b>	<b>510.35</b>	<b>12,743.70</b>	<b>490.14</b>	<b>12,243.20</b>	<b>470.89</b>
<b>OFFICE STAFF AND DRIVERS</b>									
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	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89
	<b>Total</b>	<b>18,656.20</b>	<b>716.89</b>	<b>17,921.20</b>	<b>689.27</b>	<b>17,222.20</b>	<b>662.39</b>	<b>16,556.20</b>	<b>636.77</b>
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	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89
	<b>Total</b>	<b>17,656.60</b>	<b>679.10</b>	<b>16,922.15</b>	<b>650.85</b>	<b>16,222.68</b>	<b>623.95</b>	<b>15,556.51</b>	<b>598.33</b>

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	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89
	<b>Total</b>	<b>16,254.47</b>	<b>625.17</b>	<b>15,586.79</b>	<b>599.49</b>	<b>14,950.91</b>	<b>575.03</b>	<b>14,345.30</b>	<b>551.74</b>
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	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89
	<b>Total</b>	<b>14,979.81</b>	<b>576.14</b>	<b>14,372.83</b>	<b>552.80</b>	<b>13,794.75</b>	<b>530.57</b>	<b>13,244.20</b>	<b>509.39</b>
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	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89
	<b>Total</b>	<b>13,821.03</b>	<b>531.58</b>	<b>13,269.23</b>	<b>510.35</b>	<b>12,743.70</b>	<b>490.14</b>	<b>12,243.20</b>	<b>470.89</b>

## LIST OF SCHEDULED EMPLOYMENTS MINIMUM WAGES FIXED

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 Assembled Crane Drivers Tractor Drivers Road Roller and Road Constructing Vehicle Drivers	VDA	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89
	<b>Total</b>	<b>16,254.47</b>	<b>625.17</b>	<b>15,586.79</b>	<b>599.49</b>	<b>14,950.91</b>	<b>575.03</b>	<b>14,345.30</b>	<b>551.74</b>
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	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89
	<b>Total</b>	<b>14,979.81</b>	<b>576.14</b>	<b>14,372.83</b>	<b>552.80</b>	<b>13,794.75</b>	<b>530.57</b>	<b>13,244.20</b>	<b>509.39</b>
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	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89
	<b>Total</b>	<b>13,821.03</b>	<b>531.58</b>	<b>13,269.23</b>	<b>510.35</b>	<b>12,743.70</b>	<b>490.14</b>	<b>12,243.20</b>	<b>470.89</b>

- 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.