

69. 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: 7616– 6537 = 1079 points

Minimum wages and VDA from 01-04-2020 to 31-03-2021.

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 | 49.80 | 1294.80 | 49.80 | 1294.80 | 49.80 | 1294.80 | 49.80 | 1294.80 |
| | Total | 643.01 | 16718.20 | 614.76 | 15983.75 | 587.86 | 15284.28 | 562.24 | 14618.11 |
| 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 | 49.80 | 1294.80 | 49.80 | 1294.80 | 49.80 | 1294.80 | 49.80 | 1294.80 |
| | Total | 589.08 | 15316.07 | 563.40 | 14648.39 | 538.94 | 14012.51 | 515.65 | 13406.90 |
| Semi-Skilled Workers | | | | | | | | | |
| Bill collector, Bill clerk, | Basic | 490.25 | 12746.61 | 466.91 | 12139.63 | 444.68 | 11561.55 | 423.50 | 11011.00 |

| 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. | VDA | 49.80 | 1294.80 | 49.80 | 1294.80 | 49.80 | 1294.80 | 49.80 | 1294.80 |
|--|--------------|---------------|-----------------|---------------|-----------------|---------------|-----------------|---------------|-----------------|
| | Total | 540.05 | 14041.41 | 516.71 | 13434.43 | 494.48 | 12856.35 | 473.30 | 12305.80 |
| 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 | 49.80 | 1294.80 | 49.80 | 1294.80 | 49.80 | 1294.80 | 49.80 | 1294.80 |
| | Total | 495.49 | 12882.63 | 474.26 | 12330.83 | 454.05 | 11805.30 | 434.80 | 11304.80 |
| 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 | | 16423.00 | 603.38 | 15688.00 | 576.50 | 14989.00 | 550.88 | 14323.00 |
| | VDA | 49.80 | 1294.80 | 49.80 | 1294.80 | 49.80 | 1294.80 | 49.80 | 1294.80 |
| | Total | 49.80 | 17717.80 | 653.18 | 16982.80 | 626.30 | 16283.80 | 600.68 | 15617.80 |
| Assistant Manager / | Basic | 593.21 | 15423.40 | 564.96 | 14688.95 | 538.06 | 13989.48 | 512.44 | 13323.31 |

| | | | | | | | | | |
|--|------------------------------|----------------------------------|--|----------------------------------|--|----------------------------------|--|----------------------------------|--|
| Assistant Personal Manager, Senior Accountant and similar post | VDA Total | 49.80 643.01 | 1294.80 16718.20 | 49.80 614.76 | 1294.80 15983.75 | 49.80 587.86 | 1294.80 15284.28 | 49.80 562.24 | 1294.80 14618.11 |
| Senior Clerk, Cashier, Judgment writer, Stenographer, Store keeper, Receptionist, and similar post. | Basic VDA Total | 539.28 49.80 589.08 | 14021.27 1294.80 15316.07 | 513.60 49.80 563.40 | 13353.59 1294.80 14648.39 | 489.14 49.80 538.94 | 12717.71 1294.80 14012.51 | 465.85 49.80 515.65 | 12112.10 1294.80 13406.90 |
| Junior Clerk , Booking Clerk, Computer Operator, Typist, Telephone Operator, Data Entry Operator and similar post. | Basic VDA Total | 490.25 49.80 540.05 | 12746.61 1294.80 14041.41 | 466.91 49.80 516.71 | 12139.63 1294.80 13434.43 | 444.68 49.80 494.48 | 11561.55 1294.80 12856.35 | 423.50 49.80 473.30 | 11011.00 1294.80 12305.80 |
| Attender, Watchman, Lift Operator , Office Boy, Peon, Helper/ Assistant, Dalayat, Majdur, Sweeper and similar post. | Basic VDA Total | 445.69 49.80 495.49 | 11587.83 1294.80 12882.63 | 424.46 49.80 474.26 | 11036.03 1294.80 12330.83 | 404.25 49.80 454.05 | 10510.50 1294.80 11805.30 | 385.00 49.80 434.80 | 10010.00 1294.80 11304.80 |
| Heavy Vehicle Driver, Tractor Driver, Multi Axel And Earth Movers Drivers, Crane Vehicle Drivers, Road Roller And Construction Of Road Related Vehicle Drivers | Basic VDA Total | 539.28 49.80 589.08 | 14021.27 1294.80 15316.07 | 513.60 49.80 563.40 | 13353.59 1294.80 14648.39 | 489.14 49.80 538.94 | 12717.71 1294.80 14012.51 | 465.85 49.80 515.65 | 12112.10 1294.80 13406.90 |
| Car Driver, Jeep Driver, Light Vehicle Drivers | Basic VDA Total | 490.25 49.80 540.05 | 12746.61 1294.80 14041.41 | 466.91 49.80 516.71 | 12139.63 1294.80 13434.43 | 444.68 49.80 494.48 | 11561.55 1294.80 12856.35 | 423.50 49.80 473.30 | 11011.00 1294.80 12305.80 |
| Tom Tom , Three Wheeler Vehicle Drivers | Basic VDA Total | 445.69 49.80 495.49 | 11587.83 1294.80 12882.63 | 424.46 49.80 474.26 | 11036.03 1294.80 12330.83 | 404.25 49.80 454.05 | 10510.50 1294.80 11805.30 | 385.00 49.80 434.80 | 10010.00 1294.80 11304.80 |

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

Zone- 2: Notified areas of all the Corporations in the State other than the places mentioned in Zone 1.

Zone - 3: All District Head Quarters Other than the places mentioned in Zone - 1 and 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.

