

## 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
<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	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
other high skilled	<b>Total</b>	<b>19,537.00</b>	<b>751.43</b>	<b>18,802.55</b>	<b>723.18</b>	<b>18,103.08</b>	<b>696.28</b>	<b>17,436.91</b>	<b>670.66</b>

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

### A KLJ PUBLICATION

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#### Shops and Commercial Establishments

<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	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
	<b>Total</b>	<b>18,134.87</b>	<b>697.50</b>	<b>17,467.19</b>	<b>671.82</b>	<b>16,831.31</b>	<b>647.36</b>	<b>16,225.70</b>	<b>624.07</b>

**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	<b>Total</b>	<b>16,860.21</b>	<b>648.47</b>	<b>16,253.23</b>	<b>625.13</b>	<b>15,675.15</b>	<b>602.90</b>	<b>15,124.60</b>	<b>581.72</b>
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	<b>Total</b>	<b>15,701.43</b>	<b>603.91</b>	<b>15,149.63</b>	<b>582.68</b>	<b>14,624.10</b>	<b>562.47</b>	<b>14,123.60</b>	<b>543.22</b>
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
	<b>Total</b>	<b>20,536.60</b>	<b>789.22</b>	<b>19,801.60</b>	<b>761.60</b>	<b>19,102.60</b>	<b>734.72</b>	<b>18,436.60</b>	<b>709.10</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	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
	<b>Total</b>	<b>19,537.00</b>	<b>751.43</b>	<b>18,802.55</b>	<b>723.18</b>	<b>18,103.08</b>	<b>696.28</b>	<b>17,436.91</b>	<b>670.66</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	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
	<b>Total</b>	<b>18,134.87</b>	<b>697.50</b>	<b>17,467.19</b>	<b>671.82</b>	<b>16,831.31</b>	<b>647.36</b>	<b>16,225.70</b>	<b>624.07</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	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
	<b>Total</b>	<b>16,860.21</b>	<b>648.47</b>	<b>16,253.23</b>	<b>625.13</b>	<b>15,675.15</b>	<b>602.90</b>	<b>15,124.60</b>	<b>581.72</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	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
	<b>Total</b>	<b>15,701.43</b>	<b>603.91</b>	<b>15,149.63</b>	<b>582.68</b>	<b>14,624.10</b>	<b>562.47</b>	<b>14,123.60</b>	<b>543.22</b>

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
	<b>Total</b>	<b>18,134.87</b>	<b>697.50</b>	<b>17,467.19</b>	<b>671.82</b>	<b>16,831.31</b>	<b>647.36</b>	<b>16,225.70</b>	<b>624.07</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	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
	<b>Total</b>	<b>16,860.21</b>	<b>648.47</b>	<b>16,253.23</b>	<b>625.13</b>	<b>15,675.15</b>	<b>602.90</b>	<b>15,124.60</b>	<b>581.72</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	4113.60	158.22	4113.60	158.22	4113.60	158.22	4113.60	158.22
	<b>Total</b>	<b>15,701.43</b>	<b>603.91</b>	<b>15,149.63</b>	<b>582.68</b>	<b>14,624.10</b>	<b>562.47</b>	<b>14,123.60</b>	<b>543.22</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.

### 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
<b>HIGHLY SKILLED WORKERS</b>									
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
	<b>Total</b>	<b>19575.74</b>	<b>752.91</b>	<b>18013.44</b>	<b>692.83</b>	<b>16593.16</b>	<b>638.20</b>	<b>15172.88</b>	<b>583.57</b>
<b>SKILLED WORKERS</b>									
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
	<b>Total</b>	<b>18710.59</b>	<b>719.64</b>	<b>17226.94</b>	<b>662.58</b>	<b>15878.16</b>	<b>610.70</b>	<b>14529.38</b>	<b>558.82</b>
<b>SEMI-SKILLED WORKERS</b>									
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
	<b>Total</b>	<b>18191.50</b>	<b>699.67</b>	<b>16755.04</b>	<b>644.43</b>	<b>2892.66</b>	<b>13150.70</b>	<b>14143.28</b>	<b>543.97</b>

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

#### A KLJ PUBLICATION

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

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<b>UN-SKILLED WORKERS</b>									
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
	<b>Total</b>	<b>17326.35</b>	<b>666.40</b>	<b>15968.54</b>	<b>614.18</b>	<b>14734.16</b>	<b>566.70</b>	<b>13499.78</b>	<b>519.22</b>

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



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
	<b>Total</b>	<b>18811.03</b>	<b>723.51</b>	<b>17357.19</b>	<b>667.59</b>	<b>16035.52</b>	<b>616.76</b>	<b>14713.85</b>	<b>565.92</b>
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
	<b>Total</b>	<b>18395.76</b>	<b>707.53</b>	<b>16979.67</b>	<b>653.07</b>	<b>15692.32</b>	<b>603.56</b>	<b>14404.97</b>	<b>554.04</b>

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					
<b>HIGHLY SKILLED WORKERS</b>										
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
		<b>Total</b>	<b>777.10</b>	<b>20,204.43</b>	<b>745.26</b>	<b>19,376.54</b>	<b>714.93</b>	<b>18,588.08</b>	<b>686.05</b>	<b>17,837.16</b>
<b>SKILLED WORKERS</b>										
2.	Security Inspector, Security Supervisor Assistant Security Officer, Intelligence & Fire Fighting Officer and Other Skilled Workers	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
		<b>Total</b>	<b>726.05</b>	<b>18,877.10</b>	<b>696.64</b>	<b>18,112.42</b>	<b>668.63</b>	<b>17,384.15</b>	<b>641.95</b>	<b>16,690.56</b>

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

### A KJL PUBLICATION

Security Agency (Industries and Establishments wherein Office Staff

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<b>SEMI-SKILLED WORKERS</b>										
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
		<b>Total</b>	<b>713.89</b>	<b>18,561.06</b>	<b>685.06</b>	<b>17,811.43</b>	<b>707.60</b>	<b>17,097.50</b>	<b>631.45</b>	<b>16,417.56</b>
<b>UNSKILLED WORKERS</b>										
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
		<b>Total</b>	<b>679.48</b>	<b>17,666.45</b>	<b>652.29</b>	<b>16,959.42</b>	<b>626.39</b>	<b>16,286.06</b>	<b>601.73</b>	<b>15,644.76</b>

<b>Office Staff and Drivers</b>										
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
		<b>Total</b>	<b>810.52</b>	<b>21,073.70</b>	<b>777.12</b>	<b>20,204.40</b>	<b>745.26</b>	<b>19,376.50</b>	<b>714.93</b>	<b>18,588.10</b>
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
		<b>Total</b>	<b>777.10</b>	<b>20,204.43</b>	<b>745.26</b>	<b>19,376.54</b>	<b>714.93</b>	<b>18,588.08</b>	<b>686.05</b>	<b>17,837.16</b>
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
		<b>Total</b>	<b>726.05</b>	<b>18,877.10</b>	<b>696.64</b>	<b>18,112.42</b>	<b>668.63</b>	<b>17,384.15</b>	<b>641.95</b>	<b>16,690.56</b>

4.	Jr. Attender, Booking Attender, Computer Operator, Typist, Telephone Operator, Data Entry Operator and Equivalent Post	Basic VDA <b>Total</b>	605.47 108.42 <b>713.89</b>	15742.26 2818.80 <b>18,561.06</b>	576.64 108.42 <b>685.06</b>	14992.63 2818.80 <b>17,811.43</b>	599.18 108.42 <b>707.60</b>	14278.70 2818.80 <b>17,097.50</b>	523.03 108.42 <b>631.45</b>	13598.76 2818.80 <b>16,417.56</b>
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 VDA <b>Total</b>	617.63 108.42 <b>726.05</b>	16058.30 2818.80 <b>18,877.10</b>	588.22 108.42 <b>696.64</b>	15293.62 2818.80 <b>18,112.42</b>	560.21 108.42 <b>668.63</b>	14565.35 2818.80 <b>17,384.15</b>	533.53 108.42 <b>641.95</b>	13871.76 2818.80 <b>16,690.56</b>
6.	Car Driver, Jeep Driver, Light Vehicle Drivers, Tum Tum, Three Wheel Vehicle Drivers	Basic VDA <b>Total</b>	605.47 108.42 <b>713.89</b>	15742.26 2818.80 <b>18,561.06</b>	576.64 108.42 <b>685.06</b>	14992.63 2818.80 <b>17,811.43</b>	549.18 108.42 <b>657.60</b>	14278.70 2818.80 <b>17,097.50</b>	523.03 108.42 <b>631.45</b>	13598.76 2818.80 <b>16,417.56</b>

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.