ALL I UDLICATION

LIST OF SCHEDULED EMPLOYMENTS MINIMUM WAGES FIXED

217

169. Shops and Commercial Establishments

Cost of Li

Cost of Li

Minimum

		ZON	E-I	ZONI	E-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	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89
other high skilled	Total	17,656.60	679.10	16,922.15	650.85	16,222.68	623.95	15,556.51	598.33
					1				

¹ Subst

	07. 0110	ps and v	Commi	ercial Est	aviisi	iments			
Publi	Notific shed in Ga	cation No. K zette dated	CAE 20 LN 29-3-2018	MW 2017, das 3, Minimum	ted 30-12 Wages w	-2017 e.f. 30-12-20	17		
Living Allowance to be p	oaid over a	and above	6537 poi	nts	rrages w	.0.1. 50-12-20	17		
iving Index: 8398 – 6537			•						
m wages and VDA from	_		3						
			SCHE	DILLE					
*			CITE	JULE					
		ZON	IE-I	ZONE	-II	ZONI	E-III	ZONE	-IV
		PER MONTH	PER DAY	PER MONTH	PER DAY	PER MONTH	PER DAY	PER MONTH	PER DAY
KILLED WORKERS				1101111	Ditt	WONTH	DAI	MONTH	DAI
cist & Chemist	Basic	15,423.40	593.21	14,688.95	564.96	13,989.48	538.06	13,323.31	512.44
al Supervisor	VDA	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89
gh skilled	Total	17,656.60	679.10	16,922.15	650.85	16,222.68	623.95	15,556.51	598.33
tituted for the words "SHOPS	S AND COM	MERCIAL E	STARI ISLI	MENITS" by N	atiliantian	N- VAL 47	T N GW 2015	1 - 1 - 0 - 0 - 0	
orior o	THILD COM	WIENCIAL E	TAPLISH	MENIS BY N	offication	No. KAE 47,	LMW 2017,	, dated 10-8-20	18.
		A KLJ I	PUBLIC	ATION					
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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 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	Basic	14,021.27	539.28	13,353.59	513.60	12,717.71	489.14	12,112.10	465.88
	VDA	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89
	Total	16,254.47	625.17	15,586.79	599.49	14,950.91	575.03	14,345.30	551.7 4



SEMI-SKILLED WORKERS									
Bill collector Bill clerk 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 shops other un-skilled labourer	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
	Total	14,979.81	576.14	14,372.83	552.80	13,794.75	530.57	13,244.20	509.39

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, 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 VDA Total	11,587.83 2233.20 13,821.03	445.69 85.89 531.58	11,036.03 2233.20 13,269.23	424.46 85.89 510.35	10,510.50 2233.20 12,743.70	404.25 85.89 490.14	10,010.00 2233.20 12,243.20	385.00 85.89 470.89
OFFICE STAFF AND DRIVERS								1100000	FF0.00
Manager, Personal Officer, Marketing Manager, Office Incharge and Equivalent Job	Basic VDA Total	16,423.00 2233.20 18,656.20	631.00 85.89 716.89	15,688.00 2233.20 17,921.20	603.38 85.89 689.27	14,989.00 2233.20 17,222.20	576.50 85.89 662.39	14,323.00 2233.20 16,556.20	550.88 85.89 636.7 7
	Total	10,030.20	710.09	11/221.20	007.27	2.,,		,	
Assistant Manager, Assistant Personal Manager, Senior	Basic VDA	15,423.40 2233.20	593.21 85.89	14,688.95 2233.20	564.96 85.89	13,989.48 2233.20	538.06 85.89	13,323.31 2233.20	512.44 85.89
Accountant, and Equivalent Job	Total	17,656.60	679.10	16,922.15	650.85	16,222.68	623.95	15,556.51	598.33

Senior Clerk, Cashier, Judgment Writer, Steno-grapher, Store-keeper, Receptionist and Equivalent Job	Basic VDA Total	14,021.27 2233.20 16,254.47	539.28 85.89 625.17	13,353.59 2233.20 15,586.79	513.60 85.89 599.49	12,717.71 2233.20 14,950.91	489.14 85.89 575.03	12,112.10 2233.20 14,345.30	465.85 85.89 551.74
Junior Clerk, Booking Clerk									
Computer Operator, Typist Telephone Operator Data Entry Operator and Equivalent Job	Basic VDA Total	12,746.61 2233.20 14,979.81	490.25 85.89 576.14	12,139.63 2233.20 14,372.83	466.91 85.89 552.80	11,561.55 2233.20 13,794.75	444.68 85.89 530.57	11,011.00 2233.20 13,244.20	423.50 85.89 509.39
Servant, Watchman, Lift Operator, Office Boy Attender, Helper, Dalayat, Mazdoor, Sweeper and Equivalent Job	Basic VDA Total	11,587.83 2233.20 13,821.03	445.69 85.89 531.58	11,036.03 2233.20 13,269.23	424.46 85.89 510.35	10,510.50 2233.20 12,743.70	404.25 85.89 490.14	10,010.00 2233.20 12,243.20	385.00 85.89 470.89



Heavy Vehicle Drivers Tractor Drivers Multi Axel and Heavy Vehicle Drivers Earth Movers Drivers Assembled Crane Drivers Tractor Drivers	Basic VDA Total	14,021.27 2233.20 16,254.47	539.28 85.89 625.17	13,353.59 2233.20 15,586.79	513.60 85.89 599.49	12,717.71 2233.20 14,950.91	489.14 85.89 575.03	12,112.10 2233.20 14,345.30	465.85 85.89 551.74
Road Roller and Road Constructing Vehicle Drivers				12 120 62	466.91	11,561.55	444.68	11,011.00	423.50
Car Driver	Basic VDA	12,746.61 2233.20	490.25 85.89	12,139.63 2233.20	85.89	2233.20	85.89	2233.20	85.89
Jeep Driver	Total	14,979.81	576.14	14,372.83	552.80	13,794.75	530.57	13,244.20	509.39
Light Vehicle Drivers		11,587.83	445.69	11,036.03	424.46	10,510.50	404.25	10,010.00	385.00
Tum Tum Three Wheel Vehicle	Basic	A CONTRACTOR OF THE PARTY OF TH	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89
Drivers	VDA Total	2233.20 13,821.03	531.58	13,269.23	510.35	12,743.70	490.14	12,243.20	470.89

Notified Areas under Bruhat Bangalore Mahanagara Palike. Zone-I:

ALL Notified Areas under Bruhat Bangalore Mahanagara Palike other than the areas mentioned in Zone – I Zone-II:

All District Places other than Areas Notified in Zone-I & Zone II.

All other parts of the State other than Areas Notified in Zone-I, Zone II & Zone III. Zone-III:

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. Zone-IV: VDA:



¹66. Security Agency (Industries and Establishments wherein Office Staff and Security Guards are appointed by such Agency)

Notification No. KAE 123 LWA 2015 dated 29-02-2016,
Published in the Gazette, dated 24-09-2015; Minimum Wages w.e.f. 1-1-2016
Cost of Living Allowance to be paid over and above 5780 points
Cost of Living Index:8398 – 5780 = 2618 points
Minimum wages and VDA from 1-4-2022 to 31-3-2023

		Minimum rates of wages payable							
Sl.	Class of Employmer	Zo	ne-I	Zone-II					
No.	Class of Employmen		Per Day	Per Month	Per Day	Per Month			
1	2		3	4	5	6			
		Part 1	- Field Sta	ıff					
1. 2.	Security Officer Field Officer	Basic VDA Total	475.38 120.83 596.21	12360.00 3141.60 15501.60	465.38 120.83 586.21	12100.00 3141.60 15241.60			
3. 4.	Security Inspector Security Supervisor	Basic VDA	437.38 120.83	11372.00 3141.60 14513.60	423.38 120.83 544.21	11008.00 3141.60 14149.60			
5.	Assistant Security Officer	Total	558.21	14515.00					
6. 7.	Head Guard Intelligence & Fire Fighting	Basic VDA Total	426.38 120.83 547.21	11086.00 3141.60 14227.60	413.38 120.83 534.21	10748.00 3141.60 13889.60			
8.	Security Guard Lady Guard / Lady Searchers	Basic VDA Total	398.00 120.83 518.83	10350.00 3141.60 13491.60	385.00 120.83 505.83	10012.00 3141.60 13153.60			

		(Drivers	/Cleaner	s)		
1.	Drivers	Basic VDA Total	410.38 120.83 531.21	10670.00 3141.60 13811.60	397.38 120.83 518.21	10332.00 3141.60 13473.60
2.	Cleaners	Basic VDA Total	375.38 120.83 496.21	9760.00 3141.60 12901.60	365.38 120.83 486.21	9500.00 3141.60 12641.6 0

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



]	Part 2 —	(Office Sta	aff)		
1.	Månager / Personal Officer	Basic VDA Total	508.38 120.83 629.21	13218.00 3141.60 16359.60	492.38 120.83 613.21	12802.00 3141.60 15943.60
2.	Assistant Manager / Assistant Personal Manager	Basic VDA Total	490.38 120.83 611.21	12750.00 3141.60 15891.60	475.38 120.83 596.21	12360.00 3141.60 15501.60
3.	Accountant	Basic VDA Total	470.38 120.83 591.21	12230.00 3141.60 15371.60	455.38 120.83 576.21	11840.00 3141.60 14981.60
4. 5.	Cashier / Sr. Clerk Stenographer / Computer Operator	Basic VDA	460.38 120.83	11970.00 3141.60	437.38 120.83	11372.00 3141.60
6.	Store Keeper / Telephone Operator	Total	581.21	15111.60	558.21	14513.60
7.	Typist / Data Entry Operator	Basic VDA	450.38 120.83	11710.00 3141.60	427.38 120.83	11112.00 3141.60
8.	Attender (Gumasta)	Total	571.21	14851.60	548.21	14253.60
9.	Office Boy / Peon / Sweeper / Attender	Basic VDA Total	360.00 120.83 480.83	9360.00 3141.60 12501.60	350.00 120.83 470.83	9100.00 3141.60 12241.60

Zone-I: Shall comprise Bruhut Bangalore Mahanagara Palike, All City Corporations and Agglomeration Areas in the State (City Corporations).

Zone-II: Shall comprise all other areas which are not covered in Zone-I.

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 5780 points.

Note: Security Officer & Security Guard once in a year one pair Boots and 2 pair Socks or Yearly Rupees 850.00 should be paid to purchase a pair of boots and 2 pair of socks.

Night time working guards every two years Mufflayer, Sweater or Rupees 300.00 should be given.

Every year, 2 pairs of Uniforms, Cap (Cap or Hat) and Belt or Rupees 1500.00 should be given.

Every month washing Allowance of Rs. 300.00 should be given.

For Night Guards, Battery and Torch should be given.

Facilities given already should be continued.

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