

'69. 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: 9469 – 6537 = 2932 points

Minimum wages and VDA from 1-4-2024 to 31-3-2025

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	3518.40	135.32	3518.40	135.32	3518.40	135.32	3518.40	135.32
other high skilled	Total	18,941.80	728.53	18,207.35	700.28	17,507.88	673.38	16,841.71	647.76

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

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,	VDA	3518.40	135.32	3518.40	135.32	3518.40	135.32	3518.40	135.32
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	Total	17,539.67	674.60	16,871.99	648.92	16,236.11	624.46	15,630.50	601.17

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	Basic	11,587.83	445.69	11,036.03	424.46	10,510.50	404.25	10,010.00	385.00
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	VDA	3518.40	135.32	3518.40	135.32	3518.40	135.32	3518.40	135.32
	Total	15,106.23	581.01	14,554.43	559.78	14,028.90	539.57	13,528.40	520.32

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	3518.40	135.32	3518.40	135.32	3518.40	135.32	3518.40	135.32
	Total	19,941.40	766.32	19,206.40	738.70	18,507.40	711.82	17,841.40	686.20

Heavy Vehicle Drivers Tractor Drivers Multi Axel and Heavy Vehicle Drivers	Basic	14,021.27	539.28	13,353.99	513.60	12,717.71	489.14	12,112.10	465.85
Earth Movers Drivers	VDA	3518.40	135.32	3518.40	135.32	3518.40	135.32	3518.40	135.32
Assembled Crane Drivers Tractor Drivers Road Roller and Road Constructing Vehicle Drivers	Total	17,539.67	674.60	16,871.99	648.92	16,236.11	624.46	15,630.50	601.17
Car Driver	Basic	12,746.61	490.25	12,139.63	466.91	11,561.55	444.68	11,011.00	423.50
Jeep Driver	VDA	3518.40	135.32	3518.40	135.32	3518.40	135.32	3518.40	135.32
Light Vehicle Drivers	Total	16,265.01	625.57	15,658.03	602.23	15,079.95	580.00	14,529.40	558.82
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	3518.40	135.32	3518.40	135.32	3518.40	135.32	3518.40	135.32
	Total	15,106.23	581.01	14,554.43	559.78	14,028.90	539.57	13,528.40	520.32

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.

41. Hospitals, Maternity Homes, Nursing Homes, Clinics and De-Addiction Centres

Notification No. LD 126 LDW 2022 dated 13-1-2023

Published in 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: 9469 - 7973 = 1496 points

Minimum wages and VDA from 1-4-2024 to 31-3-2025.

SCHEDULE

PART-I										
1.	Junior Doctors (Degree)	46894.76								
2.	Ayurvedic Doctors (Degree)									
3.	Homeo Doctors (Degree)									
PART 2										
Sl. No.	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
1	2		3	4	5	6	7	8	9	10
1.	Ayurvedic Doctor (Diploma)	Basic	719.19	18698.90	653.81	16999.00	594.37	15453.64	540.30	14048.76
		VDA	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20
		Total	788.24	20494.10	722.86	18794.20	663.42	17248.84	609.35	15843.96

8	Laboratory Assistant									
9	X-Ray Assistant	Basic	679.66	17671.10	617.87	16064.60	561.70	14604.22	510.60	13276.60
10	E.C.G. Assistant	VDA	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20
11	Tailor	Total	748.71	19466.30	686.92	17859.80	630.75	16399.42	579.65	15071.80
12	Carpenter									
PART-VII										
	Lift Operator									
	Barber/Dresser	Basic	673.80	17518.83	612.55	15926.21	556.86	14478.376	506.20	13162.16
	Dhobi	VDA	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20
	Nursing Orderly	Total	742.85	19314.03	681.60	17721.41	625.91	16273.58	575.65	14957.36
	Ward Boy									
PART-VIII										
1	Gardener / Gate keeper									
2	Kitchen Assistant									
3	Ayah/Laundry/ Attender	Basic	660.62	17176.24	600.57	15614.75	545.97	14195.23	496.30	12904.76
		VDA	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20
4	Attender/Dark Room Attender	Total	729.67	18971.44	669.62	17409.95	615.02	15990.43	565.35	14699.96
5	Table maid/Ward Supplier									
PART IX										
	Bath Room, Toilet and Gutter Cleaner / Scavenger / Waste and Hospital Waste Disposal	Basic	731.90	19028.50	697.01	18122.37	663.82	17259.40	632.21	16437.52
		VDA	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20
		Total	800.95	20823.70	766.06	19917.57	732.87	19054.60	701.26	18232.72

Office Staff and Drivers										
1.	Manager / Personal Officer, Marketing Manager, Office Incharge and Equivalent Post	Basic VDA Total	679.48 69.05 748.53	17666.45 1795.20 19461.65	619.21 69.05 688.26	16099.35 1795.20 17894.55	564.41 69.05 633.47	14674.72 1795.20 16469.92	509.62 69.05 578.67	13250.09 1795.20 15045.29
2.	Assistant Manager, Asst. Personal Manager, Sr. Accountant and Equivalent Post	Basic VDA Total	656.85 69.05 725.90	17078.15 1795.20 18873.35	598.64 69.05 667.69	15564.53 1795.20 17359.73	545.72 69.05 614.77	14188.52 1795.20 15983.72	492.79 69.05 561.84	12812.51 1795.20 14607.71
3.	Sr. Attender, Cashier, Judgment Writer, Senographer, Storekeeper, Receptionist, and Equivalent Post	Basic VDA Total	631.57 69.05 700.62	16420.63 1795.20 18215.83	575.65 69.05 644.70	14966.79 1795.20 16761.99	524.82 69.05 593.87	13645.12 1795.20 15440.32	473.98 69.05 543.03	12323.45 1795.20 14118.65
4.	Jr. Attender, Booking Attender, Computer Operator, Typist, Telephone Operator, Data Entry Operator and Equivalent Post	Basic VDA Total	615.59 69.05 684.64	16005.36 1795.20 17800.56	561.13 69.05 630.18	14589.27 1795.20 16384.47	511.62 69.05 580.67	13301.92 1795.20 15097.12	462.10 69.05 531.15	12014.57 1795.20 13809.77
5.	Servant, Watchman, Lift Operator, Office boy, Attender, Helper, Asst. Dalayat, Mazdoor, Sweeper, and Equivalent Post	Basic VDA Total	369.01 69.05 638.06	14794.15 1795.20 16589.35	518.78 69.05 587.83	13488.17 1795.20 15283.37	473.12 69.05 542.17	12300.92 1795.20 14096.12	427.45 69.05 496.50	11113.67 1795.20 12908.87

6.	Heavy Vehicle Driver, Tractor Driver, Multi Axel and Luggage Vehicle Driver, Earth Movers Driver, Crane Drivers, Road Roller and Vehicles used for Repair and Construct Roads Drivers	Basic	631.57	16420.63	575.65	14966.79	524.82	13645.12	473.98	12323.45
		VDA	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20
		Total	700.62	18215.83	644.70	16761.99	593.87	15440.32	543.03	14118.65
7.	Car Driver, Jeep Driver, Light Transport Vehicle Driver, Tum Tum, Three Wheel Vehicle Driver	Basic	615.59	16005.36	561.13	14589.27	511.62	13301.92	462.10	12014.57
		VDA	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20
		Total	684.64	17800.56	630.18	16384.47	580.67	15097.12	531.15	13809.77

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-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 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: 9469 - 7616 = 1853 points

Minimum wages and VDA from 1-04-2024 to 31-3-2025

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				
HIGHLY SKILLED WORKERS										
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	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
		Total	754.20	19,609.23	722.36	18,781.34	692.03	17,992.88	663.15	17,241.96
SKILLED WORKERS										
2.	Security Inspector, Security Supervisor	Basic	617.63	16058.30	588.22	15293.62	560.21	14565.35	533.53	13871.76
	Assistant Security Officer, Intelligence & Fire Fighting Officer and Other Skilled Workers	VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
		Total	703.15	18,281.90	673.74	17,517.22	645.73	16,788.95	619.05	16,095.36

SEMI-SKILLED WORKERS

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	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
		Total	690.99	17,965.86	662.16	17,216.23	684.70	16,502.30	608.55	15,822.36

UNSKILLED WORKERS

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	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
		Total	656.58	17,071.25	629.39	16,364.22	603.49	15,690.86	578.83	15,049.56

Office Staff and Drivers

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	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
		Total	787.62	20,478.50	754.22	19,609.20	722.36	18,781.30	692.03	17,992.90
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	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
		Total	754.20	19,609.23	722.36	18,781.34	692.03	17,992.88	663.15	17,241.96
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	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
		Total	703.15	18,281.90	673.74	17,517.22	645.73	16,788.95	619.05	16,095.36

4.	Jr. Attender, Booking Attender, Computer Operator, Typist, Telephone Operator, Data Entry Operator and Equivalent Post	Basic	605.47	15742.26	576.64	14992.63	599.18	14278.70	523.03	13598.76
		VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
		Total	690.99	17,965.86	662.16	17,216.23	684.70	16,502.30	608.55	15,822.36
5.	Heavy Vehicle Driver, Tractor Driver, Multi Axle and Earth Movers Driver, Crane Drivers, Road Roller and Vehicles used for Repair and Construct Roads Drivers	Basic	617.63	16058.30	588.22	15293.62	560.21	14565.35	533.53	13871.76
		VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
		Total	703.15	18,281.90	673.74	17,517.22	645.73	16,788.95	619.05	16,095.36
6.	Car Driver, Jeep Driver, Light Vehicle Drivers, Tum Tum, Three Wheel Vehicle Drivers	Basic	605.47	15742.26	576.64	14992.63	549.18	14278.70	523.03	13598.76
		VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
		Total	690.99	17,965.86	662.16	17,216.23	634.70	16,502.30	608.55	15,822.36

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.

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: 9469 - 7973 = 1496 points

Minimum wages and VDA from 1-4-2024 to 31-3-2025

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
HIGHLY SKILLED WORKERS									
Cook, Sweet maker, Supervisor, Kitchen Supervisor	BASIC	17185.34	660.97	15623.04	600.89	14202.76	546.26	12782.48	491.63
	VDA	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05
	Total	18980.54	730.02	17418.24	669.94	15997.96	615.31	14577.68	560.68
SKILLED WORKERS									
Barnan, 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	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05
	Total	18115.39	696.75	16631.74	639.69	15282.96	587.81	13934.18	535.93
SEMI-SKILLED WORKERS									
Room boy, Assistant, Coffee/Tea maker, server/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	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05
	Total	17596.30	676.78	16159.84	621.54	2297.46	13127.81	13548.08	521.08

UN-SKILLED WORKERS									
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	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05
	Total	16731.15	643.51	15373.34	591.29	14138.96	543.81	12904.58	496.33

OFFICE STAFF AND DRIVERS

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	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05
	Total	19461.65	748.53	17894.55	688.26	16469.92	633.47	15045.29	578.65
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	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05
	Total	18873.35	725.90	17359.73	667.69	15983.72	614.77	14607.71	561.84
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	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05
	Total	18215.83	700.62	16761.99	644.70	15440.32	593.87	14118.65	543.03
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	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05
	Total	17800.56	684.64	16384.47	630.18	15097.12	580.67	13809.77	531.15
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	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05
	Total	16589.35	638.06	15283.37	587.83	14096.12	542.17	12908.87	496.50

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	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05
	Total	18215.83	700.62	16761.99	644.70	15440.32	593.87	14118.65	543.03
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	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05
	Total	17800.56	684.64	16384.47	630.18	15097.12	580.67	13809.77	531.15

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.

135. Food processing, Packing of Food Products (including all Processes in Ready to Eat Products, Beverages and Spices)

Notification No. LD 63 LWA 2022, 30-11-2022

Published in Gazette dated 30-12-2022, Minimum Wages w.e.f. 30-12-2022

Cost of Living Allowance to be paid over and above 7616 points

Cost of Living Index: 9469 - 7616 = 1853 points

Minimum wages and VDA from 1-4-2024 to 31-3-2025.

SCHEDULE

Sl. No.	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	
1	2	3	4	5	6	7	8			
	HIGHLY SKILLED									
1	Foreman	Basic	666.35	17324.99	605.77	15749.99	550.70	14318.17	500.64	13016.52
	Supervisor	VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
		Total	751.87	19548.59	691.29	17973.59	636.22	16541.77	586.16	15240.12

SKILLED										
1	Machine Operator									
2	Steamer Operator									
3	Boiler Operator									
4	Generator Operator									
5	Mix room operator									
6	Freezer operator									
7	Processing operator									
8	Senior operator									
9	Operator	Basic	644.38	16753.99	585.80	15230.90	532.55	13846.27	484.14	12587.52
10	Mechanic	VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
11	Technician	Total	729.90	18977.59	671.32	17454.50	618.07	16069.87	569.66	14811.12
12	Lab Technician									
13	Electrician									
14	Chemist									
15	Cutter/Mixer									
16	Sweet Maker									
17	Kofa Maker									
18	Purchaser									
19	Store keeper & other skilled Labourer									
SEMI-SKILLED										
1	Production Assistant									
2	Salesman	Basic	629.74	16373.32	572.49	14884.84	520.45	13531.67	473.14	12301.52
		VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
3	Sorter /other semi-skilled labourer	Total	715.26	18596.92	658.01	17108.44	605.97	15755.27	558.66	14525.12

UN-SKILLED										
1	Bottle Filler									
2	Packer									
3	Cold Room Boy									
4	Cleaning Room Boy									
5	Powdering and Mixing									
6	Packers									
7	Assistant	Basic	607.78	15802.32	552.53	14365.75	502.30	13059.77	456.64	11872.52
8	Mazdoor	VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
9	General worker	Total	693.30	18025.92	638.05	16589.35	587.82	15283.37	542.16	14096.12
10	Helper									
11	Cleaner									
12	Loading and un-loading									
13	Peeler									
14	Any other un skilled labourer not shown above									
OFFICE STAFF and DRIVERS										
1	Manager / Personal Officer	Basic	663.00	17238.05	602.73	15670.95	547.94	14246.32	493.14	12821.69
	Marketing Manager	VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
	Office Supervisor and equivalent job	Total	748.52	19461.65	688.25	17894.55	633.46	16469.92	578.66	15045.29
2	Asst. Manager / Asst. Personal Manager	Basic	640.37	16649.75	582.16	15136.13	529.24	13760.12	476.31	12384.11
	Sr. Accountant and Equivalent job	VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
		Total	725.89	18873.35	667.68	17359.73	614.76	15983.72	561.83	14607.71

4	Cashier / Senior Clerk / Booking Clerk	Basic	615.09	15992.23	559.17	14538.39	508.34	13216.72	457.50	11895.05
	judgment writer	VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
	Senographer / Computer Operator	Total	700.61	18215.83	644.69	16761.99	593.86	15440.32	543.02	14118.65
7	Store Keeper / Receptionist and equivalent job	Basic	599.11	15576.96	544.65	14160.87	495.14	12873.52	445.62	11586.17
	Typist / Data Entry Operator	VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
	Clerk / Junior Clerk Telephone Operator and equivalent job	Total	684.63	17800.56	630.17	16384.47	580.66	15097.12	531.14	13809.77

Heavy Vehicle Drivers	BASIC	615.09	15992.23	559.17	14538.39	508.34	13216.72	457.50	11895.05
Tractor Drivers	VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
Multi Axel and Heavy Vehicle Drivers	Total	700.61	18215.83	644.69	16761.99	593.86	15440.32	543.02	14118.65
Earth Movers Drivers									
Assembled Crane Drivers									
Tractor Drivers									
Road Roller and Road Constructing Vehicle Drivers									
Car Driver	BASIC	599.11	15576.96	544.65	14160.87	495.14	12873.52	445.62	11586.17
Jeep Driver	VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
Light Vehicle Driver, Tum Tum three Wheel Vehicle Driver	Total	684.63	17800.56	630.17	16384.47	580.66	15097.12	531.14	13809.77

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 7616 points.

31. Employment not covered under any Scheduled Employments

Notification No. KAE 31 LMW 2017, dated 30-12-2017

Published in the Gazette 1-3-2018, Minimum Wages w.e.f. 1-3-2018

Cost of Living Allowance to be paid over and above 6537 points

Cost of Living Index: 9469 - 6537 = 2932 points

Minimum Wages and VDA from 1-4-2024 to 31-3-2025.

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 WORKER									
Supervisor, (Shift works/Technical), foreman, plant incharge, chageman, senior Mechanic, senior fitter, senior welder, senior turner, Draftman, Computer programmer, Chemist, senior Operators, Analyst, Carpenter Class-I, any other high skilled, labourer	Basic	15,423.40	593.21	14,688.95	564.96	13,989.48	538.06	13,323.31	512.44
	VDA	3518.40	135.32	3518.40	135.32	3518.40	135.32	3518.40	135.32
	Total	18,941.80	728.53	18,207.35	700.28	17,507.88	673.38	16,841.71	647.76
SKILLED WORKER									

1. Substituted for the words "EMPLOYMENT NOT COVERED IN ANY OF THE SCHEDULED EMPLOYMENTS" by Notification No. KAE 47, LMW 2017, dated 10-8-2018.

Lab Technician, Assistant foreman, Welder, Fitter, Mechanic, Turner, Machinist, Electrical Wireman, Carpenter, Blacksmith, Grinder, Driller, Carpenter Class-II, any other Skilled labourer	Basic	14,021.27	539.28	13,353.59	513.60	12,717.71	489.14	12,112.10	465.85
	VDA	3518.40	135.32	3518.40	135.32	3518.40	135.32	3518.40	135.32
	Total	17,539.67	674.60	16,871.99	648.92	16,236.11	624.46	15,630.50	601.17
SEMI-SKILLED WORKER									
Assistant Welder, Assistant Fitter, Assistant Mechanic, Assistant Turner, Assistant Machinist, Assistant Electrical, Assistant Wire man, Assistant Carpenter, Assistant Blacksmiths, Assistant Grinder, Assistant Driller, Fireman, Assistant Carpenter, Lab Assistant, Assistant Chemist	Basic	12,746.61	490.25	12,139.63	466.91	11,561.55	444.68	11,011.00	423.50
	VDA	3518.40	135.32	3518.40	135.32	3518.40	135.32	3518.40	135.32
	Total	16,265.01	625.57	15,658.03	602.23	15,079.95	580.00	14,529.40	558.82

Lab Assistant Chemist, Junior Technician Junior Supervisor Store Assistant Assistant Process Chemist Trainee operator D.G. Operator other semi-Skilled Labourer	Basic VDA Total	12,746.61 3518.40 16,265.01	490.25 135.32 625.57	12,139.63 3518.40 15,658.03	466.91 135.32 602.23	11,561.55 3518.40 15,079.95	444.68 135.32 580.00	11,011.00 3518.40 14,529.40	423.50 135.32 558.82
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UN-SKILLED WORKERS

Helper, (Assistant), Loading/Unloading, Cleaners, Hamali, Mazdoor, Gardeners, other un-skilled labourer	Basic VDA Total	11,587.83 3518.40 15,106.23	445.69 135.32 581.01	11,036.03 3518.40 14,554.43	424.46 135.32 559.78	10,510.50 3518.40 14,028.90	404.25 135.32 539.57	10,010.00 3518.40 13,528.40	385.00 135.32 520.32
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OFFICE STAFF AND DRIVERS

Manager, Personal Officer, Marketing Manager, Office Incharge and Equivalent Job	Basic VDA Total	16,423.00 3518.40 19,941.40	631.00 135.32 766.32	15,688.00 3518.40 19,206.40	603.38 135.32 738.70	14,989.00 3518.40 18,507.40	576.50 135.32 711.82	14,323.00 3518.40 17,841.40	550.88 135.32 686.20
Assistant Manager, Assistant Personal Manager, Senior Accountant, and Equivalent Job	Basic VDA Total	15,423.40 3518.40 18,941.80	593.21 135.32 728.53	14,688.95 3518.40 18,207.35	564.96 135.32 700.28	13,989.48 3518.40 17,507.88	538.06 135.32 673.38	13,323.31 3518.40 16,841.71	512.44 135.32 647.76
Senior Clerk, Cashier, Judgment Writer, Receptionist and Equivalent Job	Basic VDA Total	14,021.27 3518.40 17,539.67	539.28 135.32 674.60	13,353.59 3518.40 16,871.99	513.60 135.32 648.92	12,717.71 3518.40 16,236.11	489.14 135.32 624.46	12,112.10 3518.40 15,630.50	465.85 135.32 601.17

Junior Clerk, Booking Clerk Computer Operator, Typist Telephone Operator Data Entry Operator and Equivalent Job	Basic VDA Total	12,746.61 3518.40 16,265.01	490.25 135.32 625.57	12,139.63 3518.40 15,658.03	466.91 135.32 602.23	11,561.55 3518.40 15,079.95	444.68 135.32 580.00	11,011.00 3518.40 14,529.40	423.50 135.32 558.82
Servant, Watchman, Lift Operator, Office Boy Attender, Helper, Dalayat, Mazdoor, Sweepers and Equivalent Job	Basic VDA Total	11,587.83 3518.40 15,106.23	445.69 135.32 581.01	11,036.03 3518.40 14,554.43	424.46 135.32 559.78	10,510.50 3518.40 14,028.90	404.25 135.32 539.57	10,010.00 3518.40 13,528.40	385.00 135.32 520.32
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 VDA Total	14,021.27 3518.40 17,539.67	539.28 135.32 674.60	13,353.59 3518.40 16,871.99	513.60 135.32 648.92	12,717.71 3518.40 16,236.11	489.14 135.32 624.46	12,112.10 3518.40 15,630.50	465.85 135.32 601.17
Car Driver Jeep Driver Light Vehicle Drivers	Basic VDA Total	12,746.61 3518.40 16,265.01	490.25 135.32 625.57	12,139.63 3518.40 15,658.03	466.91 135.32 602.23	11,561.55 3518.40 15,079.95	444.68 135.32 580.00	11,011.00 3518.40 14,529.40	423.50 135.32 558.82
Two Three Wheel Rickshaw Drivers (Battery Operated)	Basic VDA Total	11,587.83 3518.40 15,106.23	445.69 135.32 581.01	11,036.03 3518.40 14,554.43	424.46 135.32 559.78	10,510.50 3518.40 14,028.90	404.25 135.32 539.57	10,010.00 3518.40 13,528.40	385.00 135.32 520.32

Cost of Living Allowance to be paid over and above 7973 points

Cost of Living Index: 9469 - 7973 = 1496 points

Minimum wages and VDA from 1-4-2024 to 31-3-2025

SCHEDULE

Sl. No.	Class of Employment	Minimum Rates of Wages							
1.	Engineering Graduate Employee	27864.76							
2.	Diploma in Engineering Employee	22199.76							
Sl. No.	Class of Employment	Zone-1		Zone-2		Zone-3		Zone 4	
		Per day	Per month	Per day	Per month	Per day	Per month	Per day	Per month
1	2	3	4	5	6	7	8	9	10

I. Highly Skilled

Litrate Labourer	Basic	647.15	16825.97	588.32	15296.34	534.84	13905.76	481.35	12515.18
	VDA	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20
	Total	716.20	18621.17	657.37	17091.54	603.89	15700.96	550.40	14310.38

1. Substituted for the words "CONSTRUCTION OR MAINTENANCE OF ROADS AND BUILDING OPERATIONS" by Notification No. KAE 47, LMW 2017, dated 10-8-2018.

Flour Polisher

Excavator

Mason

Pump Driver

Stone Polisher

Bar Bender

Stone Revetment

Builder

Maistry or

Supervisor/Clerk

Grade-I

Horticulture Supervisor

Shovel and Scraper

Basic

633.84

16479.91

576.22

14981.74

523.84

13619.76

471.45

12257.78

VDA

69.05

1795.20

69.05

1795.20

69.05

1795.20

69.05

1795.20

Total

702.89

18275.11

645.27

16776.94

592.89

15414.96

540.50

14052.98

III. Semi-Skilled

Cleaner

Asphalt sprayer

Driller

Savgani or chavli

White Washer

Colour Washer

Sawyer

Helper to Fitter

Gardener

Cook

Dhobi

Care-taker

Hammer-man

Lift Operator

Bamboo maker

Basic

613.88

15960.82

558.0706

14509.84

507.34

13190.76

456.6

11871.68

VDA

69.05

1795.20

69.05

1795.20

69.05

1795.20

69.05

1795.20

Total

682.93

17756.02

627.12

16305.04

576.39

14985.96

525.65

13666.88

IV. UNSKILLED

Unskilled (Heavy Work)										
Unskilled (Light Work)										
Watchman	Basic	600.57	15614.76	545.97	14195.24	496.34	12904.76	446.7	11614.28	
Sweeper / Scavenger	VDA	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20	
Billover	Total	669.62	17409.96	615.02	15990.44	565.39	15699.96	515.75	13409.48	
Chief Mazdoor										
Blue Printer										

Office Staff and Drivers

1.	Manager / Personal Officer, Marketing Manager, Office Incharge and Equivalent Post	Basic	679.48	17666.45	619.21	16099.35	564.42	14674.72	509.62	13250.09
		VDA	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20
		Total	748.53	19461.65	688.26	17894.55	633.47	16469.92	578.67	15045.29
2.	Assistant Manager, Asst. Personal Manager, Sr. Accountant and Equivalent Post	Basic	656.85	17078.15	598.64	15564.53	545.72	14188.52	492.79	12812.51
		VDA	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20
		Total	725.90	18873.35	667.69	17359.73	614.77	15983.72	561.84	14607.71

Building and Other Construction Works

3.	Sr. Attender, Cashier, Judgment Writer, Senographer, Storekeeper, Receptionist, and Equivalent Post	Basic VDA Total	631.57 69.05 700.62	16420.63 1795.20 18215.83	575.65 69.05 644.70	14966.79 1795.20 16761.99	524.82 69.05 593.87	13645.12 1795.20 15440.32	473.98 69.05 543.03	12323.45 1795.20 14118.65
4.	Jr. Attender, Booking Attender, Computer Operator, Typist, Telephone Operator, Data Entry Operator and Equivalent Post	Basic VDA Total	615.59 69.05 684.64	16005.36 1795.20 17800.56	561.13 69.05 630.18	14589.27 1795.20 16384.47	511.62 69.05 580.67	13301.92 1795.20 15097.12	462.10 69.05 531.15	12014.57 1795.20 13809.77
5.	Servant, Watchman, Lift Operator, Office boy, Attender, Helper, Asst. Dalayat, Mazdoor, Sweeper, and Equivalent Post	Basic VDA Total	569.01 69.05 638.06	14794.15 1795.20 16589.35	518.78 69.05 587.83	13488.17 1795.20 15283.37	473.12 69.05 542.17	12300.92 1795.20 14096.12	427.45 69.05 496.50	11113.67 1795.20 12908.87

6.	Heavy Vehicle Driver, Tractor Driver, Multi Axel and Luggage Vehicle Driver, Earth Movers Driver, Crane Drivers, Road Roller and Vehicles used for Repair and Construct Roads Drivers	Basic	631.57	16420.63	575.65	14966.79	524.82	13645.12	473.98	12323.45
		VDA	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20
		Total	700.62	18215.83	644.70	16761.99	593.87	15440.32	543.03	14118.65
7.	Car Driver, Jeep Driver, Light Transport Vehicle Driver, Tum Tum, Three Wheel Vehicle Driver	Basic	615.59	16005.36	561.13	14589.27	511.62	13301.92	462.10	12014.57
		VDA	69.05	1795.20	69.05	1795.20	69.05	1795.20	69.05	1795.20
		Total	684.64	17800.56	630.18	16384.47	580.67	15097.12	531.15	13809.77

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-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 7973 points.

30. Electronics and Electroplating Enterprise

Notification No. LD 67 LWA 2022, 30-11-2022

Published in Gazette dated 30-12-2022, Minimum Wages w.e.f. 30-12-2022

Cost of Living Allowance to be paid over and above 7616 points

Cost of Living Index: 9469 - 7616 = 1853 points

Minimum wages and VDA from 1-4-2024 to 31-3-2025.

SCHEDULE

Sl. No.	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	
1	2	3	4	5	6	7	8			
HIGHLY SKILLED										
Foreman	BASIC	666.35	17324.99	605.77	15749.99	550.70	14316.17	500.64	13016.52	
Workshop Supervisor	VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60	
Supervisor and Equivalent Job	Total	751.87	19548.59	691.29	17973.59	636.22	16539.77	586.16	15240.12	

UNSKILLED									
Assistant Packing person Helper Attender Mazdoor Cleaner Gardner / Mali Sweeper/Scavenger	Basic VDA Total	607.78 85.52 693.30	15802.32 2223.60 18025.92	552.53 85.52 638.05	14365.75 2223.60 16589.35	502.30 85.52 587.82	13059.77 2223.60 15283.37	456.64 85.52 542.16	11872.52 2223.60 14096.52
OFFICE STAFF and DRIVERS:									
Manager / Personal Officer Officer Marketing Manager Office Supervisor and equivalent job	Basic VDA Total	663.00 85.52 748.52	17238.05 2223.60 19461.65	602.73 85.52 688.25	15670.95 2223.60 17894.55	547.94 85.52 633.46	14246.32 2223.60 16469.92	493.14 85.52 578.66	12821.69 2223.60 15045.29
Asst. Manager / Asst. Personal Manager Manager Senior Accountant and equivalent job	Basic VDA Total	640.37 85.52 725.89	16649.75 2223.60 18873.35	582.16 85.52 667.68	15136.13 2223.60 17359.73	529.24 85.52 614.76	13760.12 2223.60 15983.72	476.31 85.52 561.83	12384.11 2223.60 14607.71
Cashier / Senior Clerk / Booking Clerk Judgment writer, Senographer / Store Keeper / Receptionist Telephone Operator and equivalent job	Basic VDA Total	615.09 85.52 700.61	15992.23 2223.60 18215.83	559.17 85.52 644.69	14538.39 2223.60 16761.99	508.34 85.52 593.86	13216.72 2223.60 15440.32	457.50 85.52 543.02	11895.05 2223.60 14118.65
Booking Clerk / Typist / Data Entry Operator / Computer Operator Clerk / Junior Clerk and equivalent job	Basic VDA Total	599.11 85.52 684.63	15576.96 2223.60 17800.56	544.65 85.52 630.17	14160.87 2223.60 16384.47	495.14 85.52 580.66	12873.52 2223.60 15097.12	445.62 85.52 531.14	11586.17 2223.60 13809.77

Heavy Vehicle Drivers Tractor Drivers Multi Axel and Heavy Vehicle Drivers	Basic	615.09	15992.23	559.17	14538.39	508.34	13216.72	457.50	11895.05
Earth Movers Drivers	VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
Assembled Crane Drivers	Total	700.61	18215.83	644.69	16761.99	593.86	15440.32	543.02	14118.65
Tractor Drivers Road Roller and Road Constructing Vehicle Drivers									
Car Driver	Basic	599.11	15576.96	544.65	14160.87	495.14	12873.52	445.62	11586.17
Jeep Driver	VDA	85.52	2223.60	85.52	2223.60	85.52	2223.60	85.52	2223.60
Light Vehicle Driver, Tum Tum three Wheel Vehicle Driver	Total	684.63	17800.56	630.17	16384.47	580.66	15097.12	531.14	13809.77

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 7616 points.