

## 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: 8398– 6537 = 1861 points

Minimum wages and VDA from 01-04-2022 to 31-03-2023

### 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
<b>Highly Skilled Workers</b>									
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	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20
	<b>Total</b>	<b>679.10</b>	<b>17656.60</b>	<b>650.85</b>	<b>16922.15</b>	<b>623.95</b>	<b>16222.68</b>	<b>598.33</b>	<b>15556.51</b>
<b>Skilled Workers</b>									
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	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20
	<b>Total</b>	<b>625.17</b>	<b>16254.47</b>	<b>599.49</b>	<b>15586.79</b>	<b>575.03</b>	<b>14950.91</b>	<b>551.74</b>	<b>14345.30</b>

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 shop and other semi skilled work	Basic	490.25	12746.61	466.91	12139.63	444.68	11561.55	423.50	11011.00
	VDA	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20
	<b>Total</b>	<b>576.14</b>	<b>14979.81</b>	<b>552.80</b>	<b>14372.83</b>	<b>530.57</b>	<b>13794.75</b>	<b>509.39</b>	<b>13244.20</b>
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	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20
	<b>Total</b>	<b>531.58</b>	<b>13821.03</b>	<b>510.35</b>	<b>13269.23</b>	<b>490.14</b>	<b>12743.70</b>	<b>470.89</b>	<b>12243.20</b>
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	631.00	16423.00	603.38	15688.00	576.50	14989.00	550.88	14323.00
	VDA	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20
	<b>Total</b>	<b>716.89</b>	<b>18656.20</b>	<b>689.27</b>	<b>17921.20</b>	<b>662.39</b>	<b>17222.20</b>	<b>636.77</b>	<b>16556.20</b>
Assistant Manager / Assistant Personal Manager, Senior Accountant and similar post	Basic	593.21	15423.40	564.96	14688.95	538.06	13989.48	512.44	13323.31
	VDA	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20
	<b>Total</b>	<b>679.10</b>	<b>17656.60</b>	<b>650.85</b>	<b>16922.15</b>	<b>623.95</b>	<b>16222.68</b>	<b>598.33</b>	<b>15556.51</b>
Senior Clerk, Cashier, Judgment writer, Stenographer, Store keeper, Receptionist, and similar post.	Basic	539.28	14021.27	513.60	13353.59	489.14	12717.71	465.85	12112.10
	VDA	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20
	<b>Total</b>	<b>625.17</b>	<b>16254.47</b>	<b>599.49</b>	<b>15586.79</b>	<b>575.03</b>	<b>14950.91</b>	<b>551.74</b>	<b>14345.30</b>

Junior Clerk , Booking Clerk, Computer Operator, Typist, Telephone Operator, Data Entry Operator and similar post.	Basic	490.25	12746.61	466.91	12139.63	444.68	11561.55	423.50	11011.00
	VDA	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20
	<b>Total</b>	<b>576.14</b>	<b>14979.81</b>	<b>552.80</b>	<b>14372.83</b>	<b>530.57</b>	<b>13794.75</b>	<b>509.39</b>	<b>13244.20</b>
Attender, Watchman, Lift Operator , Office Boy, Peon, Helper/ Assistant, Dalayat, Majdur, Sweeper and similar post.	Basic	445.69	11587.83	424.46	11036.03	404.25	10510.50	385.00	10010.00
	VDA	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20
	<b>Total</b>	<b>531.58</b>	<b>13821.03</b>	<b>510.35</b>	<b>13269.23</b>	<b>490.14</b>	<b>12743.70</b>	<b>470.89</b>	<b>12243.20</b>
Heavy Vehicle Driver, Tractor Driver, Multi Axel And Earth Movers Drivers, Crane Vehicle Drivers, Road Roller And Construction Of Road Related Vehicle Drivers	Basic	539.28	14021.27	513.60	13353.59	489.14	12717.71	465.85	12112.10
	VDA	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20
	<b>Total</b>	<b>625.17</b>	<b>16254.47</b>	<b>599.49</b>	<b>15586.79</b>	<b>575.03</b>	<b>14950.91</b>	<b>551.74</b>	<b>14345.30</b>
Car Driver, Jeep Driver, Light Vehicle Drivers	Basic	490.25	12746.61	466.91	12139.63	444.68	11561.55	423.50	11011.00
	VDA	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20
	<b>Total</b>	<b>576.14</b>	<b>14979.81</b>	<b>552.80</b>	<b>14372.83</b>	<b>530.57</b>	<b>13794.75</b>	<b>509.39</b>	<b>13244.20</b>
Tom Tom , Three Wheeler Vehicle Drivers	Basic	445.69	11587.83	424.46	11036.03	404.25	10510.50	385.00	10010.00
	VDA	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20
	<b>Total</b>	<b>531.58</b>	<b>13821.03</b>	<b>510.35</b>	<b>13269.23</b>	<b>490.14</b>	<b>12743.70</b>	<b>470.89</b>	<b>12243.20</b>

**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.



**66. Employment in Security Agency (Industries and Establishments wherein Office Staff and Security Guards are Appointed by such Agency)**

Notification No. KAE 18 LWA 2022 dated 28-07-2022

Cost of Living Allowance to be paid over and above 5780 points

Cost of Living Index: 8398- 7616 = 782 points

Minimum wages and VDA from 28.07.2022 to 31.03.2023.

**SCHEDULE**

<b>Part - 1 Field Staff</b>										
Sl. No.	Class of Employments	Minimum Rates of Wages								
		Zone.I		Zone.II		Zone.III		Zone.IV		
		Per Day	Per Month	Per Day	Per Month	Per Day	Per Month	Per Day	Per Month	
<b>Highly -Skilled Workers</b>										
1	Security Officer, Field Officer and other Skilled Work.	Basic	668.68	17385.63	636.84	16557.74	606.51	15769.28	577.63	15018.36
		VDA	36.09	938.40	36.09	938.40	36.09	938.40	36.09	938.40
		<b>Total</b>	<b>704.77</b>	<b>18324.03</b>	<b>672.93</b>	<b>17496.14</b>	<b>642.60</b>	<b>16707.68</b>	<b>613.72</b>	<b>15956.76</b>
<b>Skilled Workers</b>										
2	Security Superwiser, Security Inspector, Assistant Security Officer, Intelligence & Fire Fighting and other Skilled Work	Basic	617.63	16058.30	588.22	15293.62	560.21	14565.35	533.53	13871.76
		VDA	36.09	938.40	36.09	938.40	36.09	938.40	36.09	938.40
		<b>Total</b>	<b>653.72</b>	<b>16996.70</b>	<b>624.31</b>	<b>16232.02</b>	<b>596.30</b>	<b>15503.75</b>	<b>569.62</b>	<b>14810.16</b>
<b>Semi- Skilled Workers</b>										
3	Security Guard without Arms, Head Guard , Security Searcher, Lift Operator and other Semi Skilled Work.	Basic	605.47	15742.26	576.64	14992.63	549.18	14278.70	523.03	13598.76
		VDA	36.09	938.40	36.09	938.40	36.09	938.40	36.09	938.40
		<b>Total</b>	<b>641.56</b>	<b>16680.66</b>	<b>612.73</b>	<b>15931.03</b>	<b>585.27</b>	<b>15217.10</b>	<b>559.12</b>	<b>14537.16</b>
<b>Un-Skilled Workers</b>										
4	Peon, Office Boy, Attender, Helper / Assistant Dalayat, Majdur, Sweeper, Cleaner and other Un-	Basic	571.06	14847.65	543.87	14140.62	517.97	13467.26	493.31	12825.96
		VDA	36.09	938.40	36.09	938.40	36.09	938.40	36.09	938.40
		<b>Total</b>	<b>607.15</b>	<b>15786.05</b>	<b>579.96</b>	<b>15079.02</b>	<b>554.06</b>	<b>14405.66</b>	<b>529.40</b>	<b>13764.36</b>

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
1	Manager/ Personal officer, Marketing Manager/ office Supervisor and similar post	Basic	702.10	18254.90	668.70	17385.60	636.84	16557.70	606.51	15769.30
		VDA	36.09	938.40	36.09	938.40	36.09	938.40	36.09	938.40
		<b>Total</b>	<b>738.19</b>	<b>19193.30</b>	<b>704.79</b>	<b>18324.00</b>	<b>672.93</b>	<b>17496.10</b>	<b>642.60</b>	<b>16707.70</b>
2	Assistant Manager / Assistant Personal Manager, Senior Accountant and similar post	Basic	668.68	17385.63	636.84	16557.74	606.51	15769.28	577.63	15018.36
		VDA	36.09	938.40	36.09	938.40	36.09	938.40	36.09	938.40
		<b>Total</b>	<b>704.77</b>	<b>18324.03</b>	<b>672.93</b>	<b>17496.14</b>	<b>642.60</b>	<b>16707.68</b>	<b>613.72</b>	<b>15956.76</b>
3	Senior Clerk, Cashier, Judgment writer, Stenographer, Store keeper, Receptionist, and similar post.	Basic	617.63	16058.30	588.22	15293.62	560.21	14565.35	533.53	13871.76
		VDA	36.09	938.40	36.09	938.40	36.09	938.40	36.09	938.40
		<b>Total</b>	<b>653.72</b>	<b>16996.70</b>	<b>624.31</b>	<b>16232.02</b>	<b>596.30</b>	<b>15503.75</b>	<b>569.62</b>	<b>14810.16</b>
4	Junior Clerk , Booking Clerk, Computer Operator, Typist, Telephone Operator, Data Entry Operator and similar post.	Basic	605.47	15742.26	576.64	14992.63	549.18	14278.70	523.03	13598.76
		VDA	36.09	938.40	36.09	938.40	36.09	938.40	36.09	938.40
		<b>Total</b>	<b>641.56</b>	<b>16680.66</b>	<b>612.73</b>	<b>15931.03</b>	<b>585.27</b>	<b>15217.10</b>	<b>559.12</b>	<b>14537.16</b>
5	Heavy Vehicle Driver, Tractor Driver, Multi Axel And Earth Movers Drivers, Crane Vehicle Drivers, Road Roller And Construction Of Road Related Vehicle Drivers	Basic	617.63	16058.30	588.22	15293.62	560.21	14565.35	533.53	13871.76
		VDA	36.09	938.40	36.09	938.40	36.09	938.40	36.09	938.40
		<b>Total</b>	<b>653.72</b>	<b>16996.70</b>	<b>624.31</b>	<b>16232.02</b>	<b>596.30</b>	<b>15503.75</b>	<b>569.62</b>	<b>14810.16</b>

6	Car Driver, Jeep Driver, Light Vehicle Drivers, Tom Tom , Three Wheeler Vehicle Drivers	<b>Basic</b>	605.47	15742.26	576.64	14992.63	549.18	14278.70	523.03	13598.76
		<b>VDA</b>	36.09	938.40	36.09	938.40	36.09	938.40	36.09	938.40
		<b>Total</b>	<b>641.56</b>	<b>16680.66</b>	<b>612.73</b>	<b>15931.03</b>	<b>585.27</b>	<b>15217.10</b>	<b>559.12</b>	<b>14537.16</b>

**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 7616 points.

### 35. Employment in Food Processing, Packing of Food Products (including all Processes in Ready to Eat Products, Beverages and Spices)

Notification No. KAE 11 LMW 2015 dated 16.9.2016

Published in Gazette dated 6.10.2016

Minimum Wages with effect from 16.09.2016

Cost of Living Allowance to be paid over and above 6205 points

Cost of Living Index: 8398 - 6205 =2193 points

Minimum wages and VDA from 01.04.2022 to 31.03.2023

#### SCHEDULE

Sl. No	Class of Employments	Minimum rates of wages payable						
		Zone.I		Zone.II		Zone.III		
<b>I</b>		<b>Highly Skilled</b>						
			<b>Per Day</b>	<b>Per Month</b>	<b>Per Day</b>	<b>Per Month</b>	<b>Per Day</b>	<b>Per Month</b>
1	Foreman	Basic	425.00	11050.00	415.00	10790.00	390.00	10140.00
		VDA	101.22	2631.60	101.22	2631.60	101.22	2631.60
		<b>Total</b>	<b>526.22</b>	<b>13681.60</b>	<b>516.22</b>	<b>13421.60</b>	<b>491.22</b>	<b>12771.60</b>
2	Supervisor	Basic	415.00	10790.00	405.00	10530.00	380.00	9880.00
		VDA	101.22	2631.60	101.22	2631.60	101.22	2631.60
		<b>Total</b>	<b>516.22</b>	<b>13421.60</b>	<b>506.22</b>	<b>13161.60</b>	<b>481.22</b>	<b>12511.60</b>
<b>II</b>		<b>Skilled</b>						
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	410.00	10660.00	400.00	10400.00	375.00	9750.00
10	Mechanic	VDA	101.22	2631.60	101.22	2631.60	101.22	2631.60
11	Technician	<b>Total</b>	<b>511.22</b>	<b>13291.60</b>	<b>501.22</b>	<b>13031.60</b>	<b>476.22</b>	<b>12381.60</b>
12	Lab Technician							
13	Electrician							
14	Chemist							
15	Cutter/Mixer							
16	Sweet Maker							
17	Kova Maker							
18	Purchaser							
19	Store keeper & other skilled Labourer							
<b>III</b>		<b>Semi skilled</b>						

1	Production Assistant	Basic	400.00	10400.00	390.00	10140.00	365.00	9490.00
2	Salesman	VDA	101.22	2631.60	101.22	2631.60	101.22	2631.60
3	Sorter /other semi.skilled labourer	<b>Total</b>	<b>501.22</b>	<b>13031.60</b>	<b>491.22</b>	<b>12771.60</b>	<b>466.22</b>	<b>12121.60</b>
<b>IV</b>	<b>Unskilled</b>							
1	Bottle Filler							
2	Packer							
3	Cold Room Boy							
4	Cleaning Room Boy							
5	Powdering and Mixing							
6	Packers							
7	Assistant							
8	Mazdoor							
9	General worker	Basic	385.00	10010.00	375.00	9750.00	350.00	9100.00
10	Helper	VDA	101.22	2631.60	101.22	2631.60	101.22	2631.60
11	Cleaner	<b>Total</b>	<b>486.22</b>	<b>12641.60</b>	<b>476.22</b>	<b>12381.60</b>	<b>451.22</b>	<b>11731.60</b>
12	Loading and un.loading							
13	Peeler							
14	Any other un skilled labourer not shown above							
<b>Driver/Cleaner</b>								
1	Lorry Driver	Basic	449.00	11674.00	437.00	11362.00	407.00	10582.00
		VDA	101.22	2631.60	101.22	2631.60	101.22	2631.60
		<b>Total</b>	<b>550.22</b>	<b>14305.60</b>	<b>538.22</b>	<b>13993.60</b>	<b>508.22</b>	<b>13213.60</b>
2	Car/Jeep Driver	Basic	421.00	10946.00	410.00	10660.00	385.00	10010.00
		VDA	101.22	2631.60	101.22	2631.60	101.22	2631.60
		<b>Total</b>	<b>522.22</b>	<b>13577.60</b>	<b>511.22</b>	<b>13291.60</b>	<b>486.22</b>	<b>12641.60</b>
3	Lorry/Car/Jeep Cleaner	Basic	385.00	10010.00	375.00	9750.00	350.00	9100.00
		VDA	101.22	2631.60	101.22	2631.60	101.22	2631.60
		<b>Total</b>	<b>486.22</b>	<b>12641.60</b>	<b>476.22</b>	<b>12381.60</b>	<b>451.22</b>	<b>11731.60</b>
<b>Office Staff</b>								
1	Manager/Personal Officer	Basic	515.00	13390.00	500.00	13000.00	465.00	12090.00
		VDA	101.22	2631.60	101.22	2631.60	101.22	2631.60
		<b>Total</b>	<b>616.22</b>	<b>16021.60</b>	<b>601.22</b>	<b>15631.60</b>	<b>566.22</b>	<b>14721.60</b>
2	Asst.Manager/ Asst. Personal Manager	Basic	495.00	12870.00	480.00	12480.00	450.00	11700.00
		VDA	101.22	2631.60	101.22	2631.60	101.22	2631.60
		<b>Total</b>	<b>596.22</b>	<b>15501.60</b>	<b>581.22</b>	<b>15111.60</b>	<b>551.22</b>	<b>14331.60</b>
3	Accountant	Basic	475.00	12350.00	465.00	12090.00	435.00	11310.00
		VDA	101.22	2631.60	101.22	2631.60	101.22	2631.60
		<b>Total</b>	<b>576.22</b>	<b>14981.60</b>	<b>566.22</b>	<b>14721.60</b>	<b>536.22</b>	<b>13941.60</b>

4	Cashier / Senior Clerk	Basic	465.00	12090.00	455.00	11830.00	425.00	11050.00
5	Stenographer/ Computer Operator	VDA	101.22	2631.60	101.22	2631.60	101.22	2631.60
6	Store Keeper Telephone Operator	<b>Total</b>	<b>566.22</b>	<b>14721.60</b>	<b>556.22</b>	<b>14461.60</b>	<b>526.22</b>	<b>13681.60</b>
7	Typist/Data Entry Operator	Basic	460.00	11960.00	445.00	11570.00	420.00	10920.00
8	Attender/Junior Clerk	VDA	101.22	2631.60	101.22	2631.60	101.22	2631.60
		<b>Total</b>	<b>561.22</b>	<b>14591.60</b>	<b>546.22</b>	<b>14201.60</b>	<b>521.22</b>	<b>13551.60</b>
9	Watchman/ Security Guard	Basic	398.00	10348.00	385.00	10010.00	385.00	10010.00
		VDA	101.22	2631.60	101.22	2631.60	101.22	2631.60
		<b>Total</b>	<b>499.22</b>	<b>12979.60</b>	<b>486.22</b>	<b>12641.60</b>	<b>486.22</b>	<b>12641.60</b>
10	Office Boy/ Sweeper / Attender	Basic	385.00	10010.00	375.00	9750.00	350.00	9100.00
		VDA	101.22	2631.60	101.22	2631.60	101.22	2631.60
		<b>Total</b>	<b>486.22</b>	<b>12641.60</b>	<b>476.22</b>	<b>12381.60</b>	<b>451.22</b>	<b>11731.60</b>

Zone.I: Bangalore City Agglomeration Area and other Municipal Corporations and Agglomeration areas in the State.

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 6205 points

















## 32. Employment in General Engineering, Fabrication and Allied Works

Notification No. KAE 18 LMW 2017 dated 30-12-2017

Published in Gazette dated 15- 02-2018

Minimum Wages With effect from 30-12-2017.

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

Cost of Living Index: 8398– 6537 = 1861 points

Minimum wages and VDA from 01-04-2022 to 31-03-2023

### 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
<b>Highly Skilled Workers</b>									
Supervisor (Shift / Works / Technical) Foreman, Charge man, Senior Mechanic, Senior Fitter, Senior Welder, Senior Turner, Draftsman, Computer Programmer and other highly skilled work.	Basic	593.21	15423.40	564.96	14688.95	538.06	13989.48	512.44	13323.31
	VDA	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20
	<b>Total</b>	<b>679.10</b>	<b>17656.60</b>	<b>650.85</b>	<b>16922.15</b>	<b>623.95</b>	<b>16222.68</b>	<b>598.33</b>	<b>15556.51</b>
<b>Skilled Workers</b>									
Lab Technician, Foreman Helper, Welder, Fitter, Mechanic, Turner, Machinist, Electrical Wireman, Blacksmith Carpenter, Grinder, Driller and other skilled work.	Basic	539.28	14021.27	513.60	13353.59	489.14	12717.71	465.85	12112.10
	VDA	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20
	<b>Total</b>	<b>625.17</b>	<b>16254.47</b>	<b>599.49</b>	<b>15586.79</b>	<b>575.03</b>	<b>14950.91</b>	<b>551.74</b>	<b>14345.30</b>
<b>Semi-Skilled Workers</b>									
Welder Helper, Fitter Helper, Mechanic Helper, Turner Helper, Machinist Helper, Electrical Helper, Wireman Helper, Carpenter Helper, Blacksmith Helper, Grinder Helper, Driller Helper and other semi skilled work.	Basic	490.25	12746.61	466.91	12139.63	444.68	11561.55	423.50	11011.00
	VDA	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20
	<b>Total</b>	<b>576.14</b>	<b>14979.81</b>	<b>552.80</b>	<b>14372.83</b>	<b>530.57</b>	<b>13794.75</b>	<b>509.39</b>	<b>13244.20</b>
<b>Un-Skilled Workers</b>									
Helper (Assistant) Loading and Unloading, Cleaners, hamalas, Majdur and other unskilled work	Basic	445.69	11587.83	424.46	11036.03	404.25	10510.50	385.00	10010.00
	VDA	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20
	<b>Total</b>	<b>531.58</b>	<b>13821.03</b>	<b>510.35</b>	<b>13269.23</b>	<b>490.14</b>	<b>12743.70</b>	<b>470.89</b>	<b>12243.20</b>

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	631.00	16423.00	603.38	15688.00	576.50	14989.00	550.88	14323.00
	VDA	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20
	<b>Total</b>	<b>716.89</b>	<b>18656.20</b>	<b>689.27</b>	<b>17921.20</b>	<b>662.39</b>	<b>17222.20</b>	<b>636.77</b>	<b>16556.20</b>
Assistant Manager / Assistant Personal Manager, Senior Accountant and similar post	Basic	593.21	15423.40	564.96	14688.95	538.06	13989.48	512.44	13323.31
	VDA	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20
	<b>Total</b>	<b>679.10</b>	<b>17656.60</b>	<b>650.85</b>	<b>16922.15</b>	<b>623.95</b>	<b>16222.68</b>	<b>598.33</b>	<b>15556.51</b>
Senior Clerk, Cashier, Judgment writer, Stenographer, Store keeper, Receptionist, and similar post.	Basic	539.28	14021.27	513.60	13353.59	489.14	12717.71	465.85	12112.10
	VDA	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20
	<b>Total</b>	<b>625.17</b>	<b>16254.47</b>	<b>599.49</b>	<b>15586.79</b>	<b>575.03</b>	<b>14950.91</b>	<b>551.74</b>	<b>14345.30</b>
Junior Clerk , Booking Clerk, Computer Operator, Typist, Telephone Operator, Data Entry Operator and similar post.	Basic	490.25	12746.61	466.91	12139.63	444.68	11561.55	423.50	11011.00
	VDA	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20
	<b>Total</b>	<b>576.14</b>	<b>14979.81</b>	<b>552.80</b>	<b>14372.83</b>	<b>530.57</b>	<b>13794.75</b>	<b>509.39</b>	<b>13244.20</b>
Attender, Watchman, Lift Operator , Office Boy, Peon, Helper/ Assistant, Dalayat, Majdur, Sweeper and similar post.	Basic	445.69	11587.83	424.26	11036.03	404.25	10510.50	385.00	10010.00
	VDA	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20
	<b>Total</b>	<b>531.58</b>	<b>13821.03</b>	<b>510.15</b>	<b>13269.23</b>	<b>490.14</b>	<b>12743.70</b>	<b>470.89</b>	<b>12243.20</b>
Heavy Vehicle Driver, Tractor Driver, Multi Axel And Earth Movers Drivers, Crane Vehicle Drivers, Road Roller And Construction Of Road Related Vehicle Drivers	Basic	539.28	14021.27	513.60	13353.59	489.14	12717.71	465.85	12112.10
	VDA	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20
	<b>Total</b>	<b>625.17</b>	<b>16254.47</b>	<b>599.49</b>	<b>15586.79</b>	<b>575.03</b>	<b>14950.91</b>	<b>551.74</b>	<b>14345.30</b>
Car Driver, Jeep Driver, Light Vehicle Drivers	Basic	490.25	12746.61	466.91	12139.63	444.68	11561.55	423.50	11011.00
	VDA	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20
	<b>Total</b>	<b>576.14</b>	<b>14979.81</b>	<b>552.80</b>	<b>14372.83</b>	<b>530.57</b>	<b>13794.75</b>	<b>509.39</b>	<b>13244.20</b>
Tum Tum , Three Wheeler Vehicle Drivers	Basic	445.69	11587.83	424.46	11036.03	404.25	10510.50	385.00	10010.00
	VDA	85.89	2233.20	85.89	2233.20	85.89	2233.20	85.89	2233.20
	<b>Total</b>	<b>531.58</b>	<b>13821.03</b>	<b>510.35</b>	<b>13269.23</b>	<b>490.14</b>	<b>12743.70</b>	<b>470.89</b>	<b>12243.20</b>

**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.





