

Dear All,

**The Government of Karnataka Minimum Wages & DA of the scheduled employment for the period from 01 April 2024 to 31 March 2025.**

The Karnataka Minimum Wages for the year 2024-25 has been revised by Rs. 681.60/-. The Current DA is Rs. 3518.40/- for S&E sector & Rs. 2223.60/- for the Security sector respectively. The same is required to be implemented w.e.f. 1st April 2024.

The class of employment & designation-wise calculations under the Shops & Commercial Establishments Act & Security agency act are enclosed for your ready reference.

Kindly ensure that the revised minimum wages are paid to all the employees deployed through contractors, so that they may pay it in turn to their deployed resources as well as to their sub-contractors. The contractors are required to revise their salary structure as per the Minimum Wages published for the year 2024-25, which is mandatory.

If any of your **Regular Employees** are paid as per the Minimum Wages at your organization, then kindly revise the salary for those coming under the ambit of the Minimum Wages w.e.f April 2024.

**In addition to the circular, please consider the following while fixing the Minimum wages for the year 2024-25:**

- 1) In the case of daily wage earners, the minimum daily rates of wages should be worked out by dividing the monthly rates by 26 days and providing wages for the 4 weekly holidays.
- 2) Women employees shall be paid the same rates of wages as men, where the nature of work is the same.
- 3) Wherever the prevailing rates of wages are higher, the higher rates of wages shall be continued and cannot be reduced.
- 4) In the case of piece work, the daily total earnings of those workers for 8 hours of work shall not be less than the daily rates of wages fixed for that category of employees. In computing the above rates a day's work is deemed to comprise of 8

working hours. If the workers are employed for less than 8 hrs, say if they work even less than 4 hours, then at least 4-hour wages shall be paid to them. In case if they work more than 4 hours, then they shall be paid 8-hour wages.

6) In case if any category of workers is not mentioned in this notification, they shall be paid based on the nature of their work.

7) Workers employed on the day of weekly holiday as well as on the National and Festival Holidays, shall be paid double the normal rate of wages (Gross wages).

8) For work beyond the normal working hours, the employees shall be paid two times the normal rates of wages. (As per S&E Act Sec 16, Defn of Wages = Total Full time earnings)

9) Any other benefit in addition to the minimum wages if any already been extended to the employees, the same shall be continued to be extended.

10) Karnataka Minimum Act, 1948 Section 4 gives the power to the appropriate government in the fixation of the minimum wages, and the state of Karnataka has considered only the Basic & DA components as minimum wages.

11) Under Section 6 of the Payment of Wages Act, 1936, the Employer shall ensure that Wages to the employees are directly credited to the respective bank accounts.

12) Wherever the Establishment has engaged employees under The Contract Labour (Abolition & Regulation) Act, 1970, the Employer shall ensure that implementation of Minimum Wages under this Act and applicability of all other applicable Acts to such employees.

DEAR ALL,

!! GREETINGS !!

PLEASE FIND THE ATTACHED:

**THE GOVERNMENT OF KARNATAKA MINIMUM WAGES  
& DA OF THE SCHEDULED EMPLOYMENT FOR THE  
PERIOD FROM 01 APRIL 2024 TO 31 MARCH 2025.**

# 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: 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       |
| <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          | 3518.40          | 135.32        | 3518.40          | 135.32        | 3518.40          | 135.32        | 3518.40          | 135.32        |
| other high skilled          | <b>Total</b> | <b>18,941.80</b> | <b>728.53</b> | <b>18,207.35</b> | <b>700.28</b> | <b>17,507.88</b> | <b>673.38</b> | <b>16,841.71</b> | <b>647.76</b> |
|                             |              |                  |               |                  |               |                  |               |                  |               |

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

| <b>SKILLED WORKERS</b>  |              |                  |               |                  |               |                  |               |                  |               |
|---|--------------|------------------|---------------|------------------|---------------|------------------|---------------|------------------|---------------|
| Salesmen/ Sales Girl/<br>Compounder,<br>Photo-artist<br>Photographer<br>Watch Mechanic/ Repairer<br>Radio Mechanic / Repairer<br>T V Mechanic/ Repairer<br>T V Mechanic/ Repairer<br>Optical Mechanic Repairer<br>Skilled labour in lift fixing<br>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<br>Instrument shop,  | VDA          | 3518.40          | 135.32        | 3518.40          | 135.32        | 3518.40          | 135.32        | 3518.40          | 135.32        |
| Carpenter (Furniture shop)<br>Polisher (Furniture shop)<br>Refractionarian man (Optical<br>shop)<br>Hair Dresser (in hair dressing<br>saloon)<br>Air condition plant operator<br>Umbrella / Suitcase maker<br>other skilled labourer  | <b>Total</b> | <b>17,539.67</b> | <b>674.60</b> | <b>16,871.99</b> | <b>648.92</b> | <b>16,236.11</b> | <b>624.46</b> | <b>15,630.50</b> | <b>601.17</b> |









|                              |              |                  |               |                  |               |                  |               |                  |               |
|------------------------------|--------------|------------------|---------------|------------------|---------------|------------------|---------------|------------------|---------------|
| Heavy Vehicle Drivers        |              |                  |               |                  |               |                  |               |                  |               |
| Tractor Drivers              |              |                  |               |                  |               |                  |               |                  |               |
| Multi Axel and               |              |                  |               |                  |               |                  |               |                  |               |
| Heavy Vehicle Drivers        | Basic        | 14,021.27        | 539.28        | 13,353.59        | 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      | <b>Total</b> | <b>17,539.67</b> | <b>674.60</b> | <b>16,871.99</b> | <b>648.92</b> | <b>16,236.11</b> | <b>624.46</b> | <b>15,630.50</b> | <b>601.17</b> |
| Tractor Drivers              |              |                  |               |                  |               |                  |               |                  |               |
| Road Roller and Road         |              |                  |               |                  |               |                  |               |                  |               |
| Constructing Vehicle Drivers |              |                  |               |                  |               |                  |               |                  |               |
| 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        | <b>Total</b> | <b>16,265.01</b> | <b>625.57</b> | <b>15,658.03</b> | <b>602.23</b> | <b>15,079.95</b> | <b>580.00</b> | <b>14,529.40</b> | <b>558.82</b> |
| Tum Tum Three Wheel Vehicle  | Basic        | 11,587.83        | 445.69        | 11,036.03        | 424.46        | 10,510.50        | 404.25        | 10,010.00        | 385.00        |
| Drivers                      | VDA          | 3518.40          | 135.32        | 3518.40          | 135.32        | 3518.40          | 135.32        | 3518.40          | 135.32        |
|                              | <b>Total</b> | <b>15,106.23</b> | <b>581.01</b> | <b>14,554.43</b> | <b>559.78</b> | <b>14,028.90</b> | <b>539.57</b> | <b>13,528.40</b> | <b>520.32</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.

## 141. 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<br>(Degree)    | 46894.76 |
| 2. | Ayurvedic Doctors<br>(Degree) |          |
| 3. | Homeo Doctors<br>(Degree)     |          |

#### PART 2

#### Minimum Rates of Wages

| 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<br>(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         |
|         |                               | <b>Total</b>           | <b>788.24</b> | <b>20494.10</b> | <b>722.86</b> | <b>18794.20</b> | <b>663.42</b> | <b>17248.84</b> | <b>609.35</b> | <b>15843.96</b> |

|                 |   |                       |                           |                                 |                           |                                 |                           |                                 |                           |                                 |
|-----------------|---|-----------------------|---------------------------|---------------------------------|---------------------------|---------------------------------|---------------------------|---------------------------------|---------------------------|---------------------------------|
| 2.              | Homeopathy Doctor (Diploma)                 | Basic<br>VDA<br>Total | 719.19<br>69.05<br>788.24 | 18698.90<br>1795.20<br>20494.10 | 653.81<br>69.05<br>722.86 | 16999.00<br>1795.20<br>18794.20 | 594.37<br>69.05<br>663.42 | 15453.64<br>1795.20<br>17248.84 | 540.30<br>69.05<br>609.35 | 14048.76<br>1795.20<br>15843.96 |
| 3.              | Matrons                                     |                       |                           |                                 |                           |                                 |                           |                                 |                           |                                 |
| 4.              | Bio-Chemist                                 |                       |                           |                                 |                           |                                 |                           |                                 |                           |                                 |
| 5.              | Micro-Biologist                             |                       |                           |                                 |                           |                                 |                           |                                 |                           |                                 |
| 6.              | Psychologist                                |                       |                           |                                 |                           |                                 |                           |                                 |                           |                                 |
| 7.              | Medical and Psychiatric                     |                       |                           |                                 |                           |                                 |                           |                                 |                           |                                 |
| 8.              | Social worker                               |                       |                           |                                 |                           |                                 |                           |                                 |                           |                                 |
| <b>PART-III</b> |   |                       |                           |                                 |                           |                                 |                           |                                 |                           |                                 |
| 1.              | Research Assistant-cum-Scientific Assistant | Basic<br>VDA<br>Total | 713.33<br>69.05<br>782.38 | 18546.63<br>1795.20<br>20341.83 | 648.48<br>69.05<br>717.53 | 16860.58<br>1795.20<br>18655.78 | 589.53<br>69.05<br>658.58 | 15327.80<br>1795.20<br>17123.00 | 535.9<br>69.05<br>604.95  | 13934.36<br>1795.20<br>15729.56 |
| 2.              | Clinical Supervisors                        |                       |                           |                                 |                           |                                 |                           |                                 |                           |                                 |
| 3.              | Tutor                                       |                       |                           |                                 |                           |                                 |                           |                                 |                           |                                 |
| <b>PART-IV</b>  |   |                       |                           |                                 |                           |                                 |                           |                                 |                           |                                 |
| 1               | Staff Nurse (B.Sc., - Nursing)              | Basic<br>VDA<br>Total | 700.16<br>69.05<br>769.21 | 18204.03<br>1795.20<br>19999.23 | 636.50<br>69.05<br>705.55 | 16549.12<br>1795.20<br>18344.32 | 578.64<br>69.05<br>647.69 | 15044.66<br>1795.20<br>16839.86 | 526.00<br>69.05<br>595.05 | 13676.96<br>1795.20<br>15472.16 |
| 2               | Lab Technician                              |                       |                           |                                 |                           |                                 |                           |                                 |                           |                                 |
| 3               | X-Ray Technician                            |                       |                           |                                 |                           |                                 |                           |                                 |                           |                                 |
| 4               | Radio Grapher                               |                       |                           |                                 |                           |                                 |                           |                                 |                           |                                 |
| 5               | Theater Mechanic                            |                       |                           |                                 |                           |                                 |                           |                                 |                           |                                 |
| 6               | Compounder (Qualified)                      |                       |                           |                                 |                           |                                 |                           |                                 |                           |                                 |
| 7               | Pharmacist                                  |                       |                           |                                 |                           |                                 |                           |                                 |                           |                                 |



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

| Office Staff and Drivers |  |                              |                                  |  |                                  |  |                                  |   |                                  |  |
|--------------------------|--|------------------------------|----------------------------------|--|----------------------------------|--|----------------------------------|---|----------------------------------|--|
| 1.                       | Manager / Personal Officer, Marketing Manager, Office Incharge and Equivalent Post                                     | Basic<br>VDA<br><b>Total</b> | 679.48<br>69.05<br><b>748.53</b> | 17666.45<br>1795.20<br><b>19461.65</b> | 619.21<br>69.05<br><b>688.26</b> | 16099.35<br>1795.20<br><b>17894.55</b> | 564.41<br>69.05<br><b>633.47</b> | 14674.72<br>1795.20<br><b>16469.92</b>  | 509.62<br>69.05<br><b>578.67</b> | 13250.09<br>1795.20<br><b>15045.29</b> |
| 2.                       | Assistant Manager, Asst. Personal Manager, Sr. Accountant and Equivalent Post  | Basic<br>VDA<br><b>Total</b> | 656.85<br>69.05<br><b>725.90</b> | 17078.15<br>1795.20<br><b>18873.35</b> | 598.64<br>69.05<br><b>667.69</b> | 15564.53<br>1795.20<br><b>17359.73</b> | 545.72<br>69.05<br><b>614.77</b> | 14188.52<br>1795.20<br><b>15983.72</b>  | 492.79<br>69.05<br><b>561.84</b> | 12812.51<br>1795.20<br><b>14607.71</b> |
| 3.                       | Sr. Attender, Cashier, Judgment Writer, Senographer, Storekeeper, Receptionist, and Equivalent Post                    | Basic<br>VDA<br><b>Total</b> | 631.57<br>69.05<br><b>700.62</b> | 16420.63<br>1795.20<br><b>18215.83</b> | 575.65<br>69.05<br><b>644.70</b> | 14966.79<br>1795.20<br><b>16761.99</b> | 524.82<br>69.05<br><b>593.87</b> | 13645.12<br>1795.20<br><b>15440.32.</b> | 473.98<br>69.05<br><b>543.03</b> | 12323.45<br>1795.20<br><b>14118.65</b> |
| 4.                       | Jr. Attender, Booking Attender, Computer Operator, Typist, Telephone Operator, Data Entry Operator and Equivalent Post | Basic<br>VDA<br><b>Total</b> | 615.59<br>69.05<br><b>684.64</b> | 16005.36<br>1795.20<br><b>17800.56</b> | 561.13<br>69.05<br><b>630.18</b> | 14589.27<br>1795.20<br><b>16384.47</b> | 511.62<br>69.05<br><b>580.67</b> | 13301.92<br>1795.20<br><b>15097.12</b>  | 462.10<br>69.05<br><b>531.15</b> | 12014.57<br>1795.20<br><b>13809.77</b> |
| 5.                       | Servant, Watchman, Lift Operator, Office boy, Attender, Helper, Asst. Dalayat, Mazdoor, Sweeper, and Equivalent Post   | Basic<br>VDA<br><b>Total</b> | 569.01<br>69.05<br><b>638.06</b> | 14794.15<br>1795.20<br><b>16589.35</b> | 518.78<br>69.05<br><b>587.83</b> | 13488.17<br>1795.20<br><b>15283.37</b> | 473.12<br>69.05<br><b>542.17</b> | 12300.92<br>1795.20<br><b>14096.12</b>  | 427.45<br>69.05<br><b>496.50</b> | 11113.67<br>1795.20<br><b>12908.87</b> |

|    |   |              |               |                 |               |                 |               |                  |               |                 |
|----|---|--------------|---------------|-----------------|---------------|-----------------|---------------|------------------|---------------|-----------------|
| 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         |
|    |   | <b>Total</b> | <b>700.62</b> | <b>18215.83</b> | <b>644.70</b> | <b>16761.99</b> | <b>593.87</b> | <b>15440.32.</b> | <b>543.03</b> | <b>14118.65</b> |
|    |   |              |               |                 |               |                 |               |                  |               |                 |
| 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         |
|    |   | <b>Total</b> | <b>684.64</b> | <b>17800.56</b> | <b>630.18</b> | <b>16384.47</b> | <b>580.67</b> | <b>15097.12</b>  | <b>531.15</b> | <b>13809.77</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-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             |                  |               |                  |               |                  |
| <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          | 85.52                          | 2223.60          | 85.52         | 2223.60          | 85.52         | 2223.60          | 85.52         | 2223.60          |
|                               |   | <b>Total</b> | <b>754.20</b>                  | <b>19,609.23</b> | <b>722.36</b> | <b>18,781.34</b> | <b>692.03</b> | <b>17,992.88</b> | <b>663.15</b> | <b>17,241.96</b> |
| <b>SKILLED WORKERS</b>        |   |              |                                |                  |               |                  |               |                  |               |                  |
| 2.                            | Security Inspector,<br>Security Supervisor<br>Assistant Security<br>Officer, Intelligence &<br>Fire Fighting Officer and<br>Other Skilled Workers | 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          |
|                               |   | <b>Total</b> | <b>703.15</b>                  | <b>18,281.90</b> | <b>673.74</b> | <b>17,517.22</b> | <b>645.73</b> | <b>16,788.95</b> | <b>619.05</b> | <b>16,095.36</b> |



**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          |
|    |   | <b>Total</b> | <b>690.99</b> | <b>17,965.86</b> | <b>662.16</b> | <b>17,216.23</b> | <b>684.70</b> | <b>16,502.30</b> | <b>608.55</b> | <b>15,822.36</b> |

**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          |
|    |   | <b>Total</b> | <b>656.58</b> | <b>17,071.25</b> | <b>629.39</b> | <b>16,364.22</b> | <b>603.49</b> | <b>15,690.86</b> | <b>578.83</b> | <b>15,049.56</b> |

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

|    |   |              |               |                  |               |                  |               |                  |               |                  |
|----|---|--------------|---------------|------------------|---------------|------------------|---------------|------------------|---------------|------------------|
| 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          |
|    |   | <b>Total</b> | <b>690.99</b> | <b>17,965.86</b> | <b>662.16</b> | <b>17,216.23</b> | <b>684.70</b> | <b>16,502.30</b> | <b>608.55</b> | <b>15,822.36</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        | 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          |
|    |   | <b>Total</b> | <b>703.15</b> | <b>18,281.90</b> | <b>673.74</b> | <b>17,517.22</b> | <b>645.73</b> | <b>16,788.95</b> | <b>619.05</b> | <b>16,095.36</b> |
| 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          |
|    |   | <b>Total</b> | <b>690.99</b> | <b>17,965.86</b> | <b>662.16</b> | <b>17,216.23</b> | <b>634.70</b> | <b>16,502.30</b> | <b>608.55</b> | <b>15,822.36</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.

### 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       |
| <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          | 1795.20         | 69.05         | 1795.20         | 69.05         | 1795.20         | 69.05           | 1795.20         | 69.05         |
|   | <b>Total</b> | <b>18980.54</b> | <b>730.02</b> | <b>17418.24</b> | <b>669.94</b> | <b>15997.96</b> | <b>615.31</b>   | <b>14577.68</b> | <b>560.68</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          | 1795.20         | 69.05         | 1795.20         | 69.05         | 1795.20         | 69.05           | 1795.20         | 69.05         |
|   | <b>Total</b> | <b>18115.39</b> | <b>696.75</b> | <b>16631.74</b> | <b>639.69</b> | <b>15282.96</b> | <b>587.81</b>   | <b>13934.18</b> | <b>535.93</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          | 1795.20         | 69.05         | 1795.20         | 69.05         | 1795.20         | 69.05           | 1795.20         | 69.05         |
|   | <b>Total</b> | <b>17596.30</b> | <b>676.78</b> | <b>16159.84</b> | <b>621.54</b> | <b>2297.46</b>  | <b>13127.81</b> | <b>13548.08</b> | <b>521.08</b> |

**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         |
|  | <b>Total</b> | <b>16731.15</b> | <b>643.51</b> | <b>15373.34</b> | <b>591.29</b> | <b>14138.96</b> | <b>543.81</b> | <b>12904.58</b> | <b>496.33</b> |

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

## 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             |                 |               |                 |  |
|         | <b>HIGHLY SKILLED</b> |                        |               |                 |               |                 |               |                 |               |                 |  |
| 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         |  |
|         |                       | <b>Total</b>           | <b>751.87</b> | <b>19548.59</b> | <b>691.29</b> | <b>17973.59</b> | <b>636.22</b> | <b>16541.77</b> | <b>586.16</b> | <b>15240.12</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        | 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                            | <b>Total</b> | <b>729.90</b> | <b>18977.59</b> | <b>671.32</b> | <b>17454.50</b> | <b>618.07</b> | <b>16069.87</b> | <b>569.66</b> | <b>14811.12</b> |
| 12                  | Lab Technician                        |              |               |                 |               |                 |               |                 |               |                 |
| 13                  | Electrician                           |              |               |                 |               |                 |               |                 |               |                 |
| 14                  | Chemist                               |              |               |                 |               |                 |               |                 |               |                 |
| 15                  | Cutter/Mixer                          |              |               |                 |               |                 |               |                 |               |                 |
| 16                  | Sweet Maker                           |              |               |                 |               |                 |               |                 |               |                 |
| 17                  | Koḃa Maker                            |              |               |                 |               |                 |               |                 |               |                 |
| 18                  | Purchaser                             |              |               |                 |               |                 |               |                 |               |                 |
| 19                  | Store keeper & other skilled Labourer |              |               |                 |               |                 |               |                 |               |                 |
| <b>SEMI-SKILLED</b> |                                       |              |               |                 |               |                 |               |                 |               |                 |
| 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   | <b>Total</b> | <b>715.26</b> | <b>18596.92</b> | <b>658.01</b> | <b>17108.44</b> | <b>605.97</b> | <b>15755.27</b> | <b>558.66</b> | <b>14525.12</b> |

| 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                                | <b>Total</b> | <b>693.30</b> | <b>18025.92</b> | <b>638.05</b> | <b>16589.35</b> | <b>587.82</b> | <b>15283.37</b> | <b>542.16</b> | <b>14096.12</b> |
| 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     | <b>Total</b> | <b>748.52</b> | <b>19461.65</b> | <b>688.25</b> | <b>17894.55</b> | <b>633.46</b> | <b>16469.92</b> | <b>578.66</b> | <b>15045.29</b> |
| 2                        | Asst. Manager / Asst. Pernalonal 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         |
|                          |  | <b>Total</b> | <b>725.89</b> | <b>18873.35</b> | <b>667.68</b> | <b>17359.73</b> | <b>614.76</b> | <b>15983.72</b> | <b>561.83</b> | <b>14607.71</b> |



|   |  |              |               |                 |               |                 |               |                 |               |                 |
|---|--|--------------|---------------|-----------------|---------------|-----------------|---------------|-----------------|---------------|-----------------|
| 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                            | <b>Total</b> | <b>700.61</b> | <b>18215.83</b> | <b>644.69</b> | <b>16761.99</b> | <b>593.86</b> | <b>15440.32</b> | <b>543.02</b> | <b>14118.65</b> |
| 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 | <b>Total</b> | <b>684.63</b> | <b>17800.56</b> | <b>630.17</b> | <b>16384.47</b> | <b>580.66</b> | <b>15097.12</b> | <b>531.14</b> | <b>13809.77</b> |

|  |              |               |                 |               |                 |               |                 |               |                 |
|--|--------------|---------------|-----------------|---------------|-----------------|---------------|-----------------|---------------|-----------------|
| 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                     | <b>Total</b> | <b>700.61</b> | <b>18215.83</b> | <b>644.69</b> | <b>16761.99</b> | <b>593.86</b> | <b>15440.32</b> | <b>543.02</b> | <b>14118.65</b> |
| 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 | <b>Total</b> | <b>684.63</b> | <b>17800.56</b> | <b>630.17</b> | <b>16384.47</b> | <b>580.66</b> | <b>15097.12</b> | <b>531.14</b> | <b>13809.77</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 7616 points.

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# 131. 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       |
| <b>HIGH SKILLED WORKER</b>   |              |                  |               |                  |               |                  |               |                  |               |
| Supervisor, (Shift works/Technical), foreman, plant incharge, charginman, 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        |
|  | <b>Total</b> | <b>18,941.80</b> | <b>728.53</b> | <b>18,207.35</b> | <b>700.28</b> | <b>17,507.88</b> | <b>673.38</b> | <b>16,841.71</b> | <b>647.76</b> |
| <b>SKILLED WORKER</b>  |              |                  |               |                  |               |                  |               |                  |               |

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        |
|   | <b>Total</b> | <b>17,539.67</b> | <b>674.60</b> | <b>16,871.99</b> | <b>648.92</b> | <b>16,236.11</b> | <b>624.46</b> | <b>15,630.50</b> | <b>601.17</b> |
| <b>SEMI-SKILLED WORKER</b>  |              |                  |               |                  |               |                  |               |                  |               |
| 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        |
|   | <b>Total</b> | <b>16,265.01</b> | <b>625.57</b> | <b>15,658.03</b> | <b>602.23</b> | <b>15,079.95</b> | <b>580.00</b> | <b>14,529.40</b> | <b>558.82</b> |

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

### UN-SKILLED WORKERS

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

### OFFICE STAFF AND DRIVERS

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

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

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

|  |                  |              |               |                 |               |                 |               |                 |               |                 |
|--|------------------|--------------|---------------|-----------------|---------------|-----------------|---------------|-----------------|---------------|-----------------|
|  | Litrare 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         |
|  |                  | <b>Total</b> | <b>716.20</b> | <b>18621.17</b> | <b>657.37</b> | <b>17091.54</b> | <b>603.89</b> | <b>15700.96</b> | <b>550.40</b> | <b>14310.38</b> |

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









**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               | <b>Total</b> | <b>669.62</b> | <b>17409.96</b> | <b>615.02</b> | <b>15990.44</b> | <b>565.39</b> | <b>15699.96</b> | <b>515.75</b> | <b>13409.48</b> |  |
| Chief Mazdoor          |              |               |                 |               |                 |               |                 |               |                 |  |
| Blue Printer           |              |               |                 |               |                 |               |                 |               |                 |  |

**Office Staff and Drivers**

|    |   |              |               |                 |               |                 |               |                 |               |                 |
|----|---|--------------|---------------|-----------------|---------------|-----------------|---------------|-----------------|---------------|-----------------|
| 1. | Manager /<br>Personal<br>Officer,<br>Marketing<br>Manager,<br>Office Incharge<br>and Equivalent<br>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         |
|    |   | <b>Total</b> | <b>748.53</b> | <b>19461.65</b> | <b>688.26</b> | <b>17894.55</b> | <b>633.47</b> | <b>16469.92</b> | <b>578.67</b> | <b>15045.29</b> |
| 2. | Assistant<br>Manager, Asst.<br>Personal<br>Manager, Sr.<br>Accountant<br>and Equivalent<br>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         |
|    |   | <b>Total</b> | <b>725.90</b> | <b>18873.35</b> | <b>667.69</b> | <b>17359.73</b> | <b>614.77</b> | <b>15983.72</b> | <b>561.84</b> | <b>14607.71</b> |

## Building and Other Construction Works

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

|    |   |              |               |                 |               |                 |               |                 |               |                 |
|----|---|--------------|---------------|-----------------|---------------|-----------------|---------------|-----------------|---------------|-----------------|
| 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         |
|    |   | <b>Total</b> | <b>700.62</b> | <b>18215.83</b> | <b>644.70</b> | <b>16761.99</b> | <b>593.87</b> | <b>15440.32</b> | <b>543.03</b> | <b>14118.65</b> |
| 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         |
|    |   | <b>Total</b> | <b>684.64</b> | <b>17800.56</b> | <b>630.18</b> | <b>16384.47</b> | <b>580.67</b> | <b>15097.12</b> | <b>531.15</b> | <b>13809.77</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-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<br>Packing person<br>Helper<br>Attender<br>Mazdoor<br>Cleaner<br>Gardner / Mali<br>Sweeper/Scavenger | Basic<br>VDA<br><b>Total</b> | 607.78<br>85.52<br><b>693.30</b> | 15802.32<br>2223.60<br><b>18025.92</b> | 552.53<br>85.52<br><b>638.05</b> | 14365.75<br>2223.60<br><b>16589.35</b> | 502.30<br>85.52<br><b>587.82</b> | 13059.77<br>2223.60<br><b>15283.37</b> | 456.64<br>85.52<br><b>542.16</b> | 11872.52<br>2223.60<br><b>14096.52</b> |
|--|------------------------------|----------------------------------|--|----------------------------------|--|----------------------------------|--|----------------------------------|--|

**OFFICE STAFF and DRIVERS:**

|   |                              |                                  |  |                                  |  |                                  |  |                                  |  |
|---|------------------------------|----------------------------------|--|----------------------------------|--|----------------------------------|--|----------------------------------|--|
| Manager / Personal Officer<br>Officer Marketing Manager<br>Office Supervisor and equivalent job | Basic<br>VDA<br><b>Total</b> | 663.00<br>85.52<br><b>748.52</b> | 17238.05<br>2223.60<br><b>19461.65</b> | 602.73<br>85.52<br><b>688.25</b> | 15670.95<br>2223.60<br><b>17894.55</b> | 547.94<br>85.52<br><b>633.46</b> | 14246.32<br>2223.60<br><b>16469.92</b> | 493.14<br>85.52<br><b>578.66</b> | 12821.69<br>2223.60<br><b>15045.29</b> |
|---|------------------------------|----------------------------------|--|----------------------------------|--|----------------------------------|--|----------------------------------|--|

|  |                              |                                  |  |                                  |  |                                  |  |                                  |  |
|--|------------------------------|----------------------------------|--|----------------------------------|--|----------------------------------|--|----------------------------------|--|
| Asst. Manager / Asst. Personal<br>Manager<br>Manager Senior Accountant and<br>equivalent job | Basic<br>VDA<br><b>Total</b> | 640.37<br>85.52<br><b>725.89</b> | 16649.75<br>2223.60<br><b>18873.35</b> | 582.16<br>85.52<br><b>667.68</b> | 15136.13<br>2223.60<br><b>17359.73</b> | 529.24<br>85.52<br><b>614.76</b> | 13760.12<br>2223.60<br><b>15983.72</b> | 476.31<br>85.52<br><b>561.83</b> | 12384.11<br>2223.60<br><b>14607.71</b> |
|--|------------------------------|----------------------------------|--|----------------------------------|--|----------------------------------|--|----------------------------------|--|

|   |                              |                                  |  |                                  |  |                                  |  |                                  |  |
|---|------------------------------|----------------------------------|--|----------------------------------|--|----------------------------------|--|----------------------------------|--|
| Cashier / Senior Clerk / Booking Clerk<br>Judgment writer, Senographer /<br>Store Keeper / Receptionist<br>Telephone Operator and<br>equivalent job | Basic<br>VDA<br><b>Total</b> | 615.09<br>85.52<br><b>700.61</b> | 15992.23<br>2223.60<br><b>18215.83</b> | 559.17<br>85.52<br><b>644.69</b> | 14538.39<br>2223.60<br><b>16761.99</b> | 508.34<br>85.52<br><b>593.86</b> | 13216.72<br>2223.60<br><b>15440.32</b> | 457.50<br>85.52<br><b>543.02</b> | 11895.05<br>2223.60<br><b>14118.65</b> |
|---|------------------------------|----------------------------------|--|----------------------------------|--|----------------------------------|--|----------------------------------|--|

|  |                              |                                  |  |                                  |  |                                  |  |                                  |  |
|--|------------------------------|----------------------------------|--|----------------------------------|--|----------------------------------|--|----------------------------------|--|
| Booking Clerk / Typist / Data Entry<br>Operator / Computer Operator<br>Clerk / Junior Clerk and equivalent job | Basic<br>VDA<br><b>Total</b> | 599.11<br>85.52<br><b>684.63</b> | 15576.96<br>2223.60<br><b>17800.56</b> | 544.65<br>85.52<br><b>630.17</b> | 14160.87<br>2223.60<br><b>16384.47</b> | 495.14<br>85.52<br><b>580.66</b> | 12873.52<br>2223.60<br><b>15097.12</b> | 445.62<br>85.52<br><b>531.14</b> | 11586.17<br>2223.60<br><b>13809.77</b> |
|--|------------------------------|----------------------------------|--|----------------------------------|--|----------------------------------|--|----------------------------------|--|



|  |              |               |                 |               |                 |               |                 |               |                 |
|--|--------------|---------------|-----------------|---------------|-----------------|---------------|-----------------|---------------|-----------------|
| Heavy Vehicle Drivers<br>Tractor Drivers<br>Multi Axel and<br>Heavy Vehicle Drivers  | Basic        | 615.09        | 15992.23        | 559.17        | 14538.39        | 508.34        | 13216.72        | 457.50        | 11895.05        |
| Earth Movers Drivers<br>Assembled Crane Drivers<br>Tractor Drivers<br>Road Roller and Road<br>Constructing Vehicle Drivers | VDA          | 85.52         | 2223.60         | 85.52         | 2223.60         | 85.52         | 2223.60         | 85.52         | 2223.60         |
|  | <b>Total</b> | <b>700.61</b> | <b>18215.83</b> | <b>644.69</b> | <b>16761.99</b> | <b>593.86</b> | <b>15440.32</b> | <b>543.02</b> | <b>14118.65</b> |
| Car Driver<br>Jeep Driver<br>Light Vehicle Driver, Tum Tum three<br>Wheel Vehicle Driver                                   | Basic        | 599.11        | 15576.96        | 544.65        | 14160.87        | 495.14        | 12873.52        | 445.62        | 11586.17        |
|  | VDA          | 85.52         | 2223.60         | 85.52         | 2223.60         | 85.52         | 2223.60         | 85.52         | 2223.60         |
|  | <b>Total</b> | <b>684.63</b> | <b>17800.56</b> | <b>630.17</b> | <b>16384.47</b> | <b>580.66</b> | <b>15097.12</b> | <b>531.14</b> | <b>13809.77</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 7616 points.

## KLP CORPORATE SERVICES

We provide HR Outsourcing Services to All small to mid-sized / heavy businesses companies with new Startups.

Our services help you on businesses contain HR costs, minimize Employer-related risks and reduce the administrative burden of Human Resource Dept.

We have started our organization in the mid year 2017 with HR Professionals for helping all your HR / Statutory / Payroll / Legal & Framing the HR Polices with present amendments to the company for Compliance Support.

Small / Mid Business it's the little things that matter, at KLP we can support you all the way with high quality of outsourcing of your HR Processes allowing you to concentrate on building your establishment in proper way.

### HRD SERVICES

- FRAMING HRD / DEPARTMENT POLICES
- HRD LETTERS & MIS REPORTS
- ATTENDANCE / SALARY / PAY SLIPS
- STATUTORY / LEGAL COMPLIANCE
- TRAINING & DEVELOPMENTS
- APPRISALS & FEEDBACK SURVEY
- DEPARTMENT NOTICE & REPLY
- HR CONSULTANT SERVICES
- HR INTERNAL & EXTERNAL HR AUDITS

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ONE STEP FOR ALL YOUR HRD / INSURANCE SERVICES

### OUR SERVICES (REGISTRATIONS & RENEWALS / AMMENDMENTS):

1. SHOPS & ESTABLISHMENTS
  2. TRADE LICENCE
  3. EPF / ESIC / PT / GST
  4. FACTORY LICENCE / STANDING ORDER POLICY
  5. POLLUTION CERTIFICATE
  6. FIRE LICENCE
  7. CONTRACT / BOWC LICENCE
  8. FSSAI / IEC / DSC / MSME
  9. LEGAL METROLOGY
  10. ISO CERTIFICATION
  11. ACTUARIAL VALUATION
  12. TRADE MARK / LOGO REGISTRATION
  13. GST FILLINGS / IT RETURNS
  14. WCP / HEALTH / MOTOR INSURANCES
- ALL GENERAL INSURANCES WITH HDFC ERGO

Contact us @ our office:

### KLP CORPORATE SERVICES

NO 49, 1st Floor, 3rd Cross, 20th Main, 60 Ft Main Rd,  
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Ph + 9686342046 / 7338493555

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GST No: 29BPSPK3344B2ZR





**KLP  
CORPORATE  
SERVICES**

# Helping People To Grow Better Together.

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-  We @ KLP Corporate Services, We specialize in providing exceptional HR outsourcing services from Small to Mid-sized Companies followed with New Startups. Our goal is to alleviate the HR burdens from your organisation, allowing you to focus on what your company does best and pave the way for a better future.
-  Established in 2017, Our organization was founded by a team of seasoned HR Professionals. With extensive expertise in HR, Statutory Compliance, Payroll Management, Legal matters and Accounting, We are well-equipped to assist you in formulating robust HR Policies that align with the latest amendments for Regulatory Compliance with Department Levels.

## WHY CHOOSE US?

## CONTACT US

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 Hebbal , Sahakaranagar, Bangalore

## OUR STORY

Services that we Provide to our Customers.

By partnering with us, you can effectively manage HR costs, mitigate employer-related risks, and significantly reduce administrative tasks associated with Human Resources Services.

## OUR BEST SERVICES

- Shops & Establishments Act
- Factory / CLRA Act
- Legal Metrology / Pollution License
- EPF/ ESIC/ PT Registration
- Trade / FSSAI / IEC License
- HR Policy Preparation
- Framing SOP Policy
- Implementing Registers
- Compensation Policy
- HRD Hand Book / Statutory Registers
- Online HRD Services
- Factory / S&E Acts

## STATUTORY SERVICES

- Attendance & Payroll Services
- Web Portal Services
- Calculation of PF, ESI, PT, TDS for monthly contributions
- Assistance in generation of Monthly Challans
- Preparation and Filing of returns as per Notices

# KLP CORPORATE SERVICES

## HRD SERVICES

Accelerate your online presence



### OUR SERVICES

#### HRD Software & Domain Services

- Attendance & Leave Management
- Payroll Services
- Business Expense
- Expense Management
- Payroll Services
- Accounting Services
- My Tax Services
- Good Karma for NGO's
- 

GET STARTED



RESOLVE  
BIZ SERVICES & APPS

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