

## 61. SHOPS AND COMMERCIAL ESTABLISHMENTS

Notification No. KAE 89 LMW 2008, dated 4-7-2012  
Published in Gazette dated 4-7-2012

Cost of Living Allowance to be paid over and above 4284 points  
Cost of Living Index: 6205 - 4284 = 1921 points  
Minimum wages and VDA from 1-4-2015 to 31-3-2016

## SCHEDULE

Sl. No.	Class of Employment	Minimum rates of wages per month								
		Zone I			Zone II			Zone III		
		Per Day	Per Month	Per Day	Per Month	Per Day	Per Month			
<b>Group-I</b>										
1	Manager	Basic 240.00 VDA 88.66 Total 328.66	6240.00 2305.20 8545.20	228.00 88.66 316.66	5928.00 2305.20 8233.20	216.00 88.66 304.66	5616.00 2305.20 7921.20			
2	Pharmacist & Chemist	Basic 225.00 VDA 88.66 Total 313.66	5850.00 2305.20 8155.20	213.00 88.66 301.66	5538.00 2305.20 7843.20	202.00 88.66 290.66	5252.00 2305.20 7557.20			
3	Supervisor	Basic 215.00 VDA 88.66 Total 303.66	5590.00 2305.20 7895.20	204.00 88.66 292.66	5304.00 2305.20 7609.20	193.00 88.66 281.66	5018.00 2305.20 7323.20			
<b>Group-II:</b>										
1.	Salesmen/Sales Girl									
2	Compounder									
3	Photo-artist									
4	Photographer									
5	Watch Mechanic/Repairer									
6	Radio Mechanic/Repairer									
7	T V Mechanic/Repairer									
8	Optical Mechanic/Repairer	Basic 190.00 VDA 88.66 Total 278.66	4940.00 2305.20 7245.20	180.00 88.66 268.66	4680.00 2305.20 6985.20	171.00 88.66 259.66	4446.00 2305.20 6751.20			
9	Skilled labour in lift fixing installing establishment									
10	Technician/Mechanical Instrument shop)									
11	Carpenter (Furniture shop)									
12	Polisher (Furniture shop)									
13	Refractionarian man (Optical shop)									
14	Hair Dresser (in hair dressing saloon)									

15	Air condition plant operator	Basic VDA	190.00 88.66	4940.00 2305.20	180.00 88.66	4680.00 2305.20	171.00 88.66	4446.00 2305.20	4446.00 2305.20
16	Umbrella / Suitcase repairer	Total	278.66	7245.20	268.66	6985.20	259.66	6751.20	6751.20
17	Receptionist								
<b>Group-III</b>									
1	Bill collector								
2	Bill clerk								
3	Godown Keeper								
4	Booking clerk								
5	Assistant Sales man / Sales Girl	Basic VDA	185.00 88.66	4810.00 2305.20	176.00 88.66	4576.00 2305.20	167.00 88.66	4342.00 2305.20	
6	Assistant Photo-artists	Total	273.66	7115.20	264.66	6881.20	255.66	6647.20	
7	Shop Assistant								
8	Packer								
9	Gas Supplier								
10	Stove Repairer								
<b>Group-IV</b>									
1	Messenger								
2	Weighing man								
3	Bicycle fitter / Repairer								
4	Workers engaged in drying, storing, washing, Ironing (in Laundry), measuring, loading and unloading in warehousing godowns, storerooms,	Basic VDA	180.00 88.66	4680.00 2305.20	171.00 88.66	4446.00 2305.20	162.00 88.66	4212.00 2305.20	
5	Operator in Petrol Bunk	Total	268.66	6985.20	259.66	6751.20	250.66	6517.20	
6	Painter								
7	Fruit Juice or Lassi maker in the shops								
8	Workers engaged in grinding establishment Services								
9	General workers (in all shops and commercial establishments other than in administration and clerical cadre and who are not covered in any of the above categories)	Basic VDA Total	180.00 88.66 268.66	4680.00 2305.20 6985.20	171.00 88.66 259.66	4446.00 2305.20 6751.20	162.00 88.66 250.66	4212.00 2305.20 6517.20	
<b>Drivers and Cleaners</b>									
1.	Lorry Driver	Basic VDA Total	210.00 88.66 298.66	5460.00 2305.20 7765.20	199.00 88.66 287.66	5174.00 2305.20 7479.20	189.00 88.66 277.66	4914.00 2305.20 7219.20	

2.	Car/Jeep Driver	Basic VDA Total	195.00 88.66 283.66	5070.00 2305.20 7375.20	185.00 88.66 273.66	4810.00 2305.20 7115.20	176.00 88.66 264.66	4576.00 2305.20 6881.20	
3.	Lorry / Jeep / Car Cleaners	Basic VDA Total	175.00 88.66 263.66	4550.00 2305.20 6855.20	166.00 88.66 254.66	4316.00 2305.20 6621.20	158.00 88.66 246.66	4108.00 2305.20 6413.20	
<b>Group V</b>									
1	Gunny Bag Stitcher	₹ 3.75 paise per bag (to stitch one bag) (ordinary gunny bag) ₹ 4.25 paise per bag (to stitch one bag) (cement, fertilizer, Gunny bag)							
<b>Office Staff</b>									
1	Manager/Personal Manager	Basic VDA Total	244.00 88.66 332.66	6344.00 2305.20 8649.20	231.00 88.66 319.66	6006.00 2305.20 8311.20	219.00 88.66 307.66	5694.00 2305.20 7999.20	
2.	Asst. Manager / Asst. Personal Officer	Basic VDA Total	235.00 88.66 323.66	6110.00 2305.20 8415.20	223.00 88.66 311.66	5798.00 2305.20 8103.20	211.00 88.66 299.66	5486.00 2305.20 7791.20	
3.	Accountant	Basic VDA Total	225.00 88.66 313.66	5850.00 2305.20 8155.20	213.00 88.66 301.66	5538.00 2305.20 7843.20	202.00 88.66 290.66	5252.00 2305.20 7557.20	
4.	Cashier								
5.	Stenographer / Computer Operator	Basic VDA Total	220.00 88.66 308.66	5720.00 2305.20 8025.20	209.00 88.66 297.66	5434.00 2305.20 7740.20	198.00 88.66 286.66	5148.00 2305.20 7453.20	
6.	Store Keeper								
7.	Typist / Data Entry Operator	Basic VDA Total	215.00 88.66 303.66	5590.00 2305.20 7895.20	204.00 88.66 292.66	5304.00 2305.20 7609.20	193.00 88.66 281.66	5018.00 2305.20 7323.20	
9.	Office Boy/Peon/ Watchman/ Attender	Basic VDA Total	175.00 88.66 263.66	4550.00 2305.20 6855.20	166.00 88.66 254.66	4316.00 2305.20 6621.20	158.00 88.66 246.66	4108.00 2305.20 6413.20	

- Zone 1: Bruhat Bangalore Mahanagara Palike and Agglomeration Areas and other City Corporations in the State.
- Zone 2: All District headquarters (other than the places mentioned in Zone-1)
- Zone 3: Other than the places mentioned in Zone-1 & Zone-2
- 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 4284 points.