

Karnataka Minimum Wages for Shops and Commercial Establishments effective from 01-04-2024 to 31st March 2025

Class of Employment	Zone	Designation	Basic Per Month	VDA Per Month	Total Per Month
Highly Skilled	Zone I	Pharmacist & Chemist, Technical supervisor, other high skilled	15423.4	3518.4	18941.8
Highly Skilled	Zone II		14688.95	3518.4	18207.35
Highly Skilled	Zone III		13989.48	3518.4	17507.88
Highly Skilled	Zone IV		13323.31	3518.4	16841.71
Skilled	Zone I	Salesmen/sales girl/Compounder, Photo artist, Photographer, watch mechanic/repairer, TV Mechanic/Repairer, optical mechanic repairer, skilled labour in lift fixing installing establishment, Technical/mechanical Instrument shop, Carpenter (Furniture shop), Polisher(furniture shop), Refractionarian man (Optical shop) Hair dresser (in hair dressing saloon) Air condition plant operator, Umbrella/ Suitcase maker, other skilled labourer	14021.27	3518.4	17539.67
Skilled	Zone II		13353.59	3518.4	16871.99
Skilled	Zone III		12717.71	3518.4	16236.11
Skilled	Zone IV		12112.1	3518.4	15630.5

Class of Employment	Zone	Designation	Basic Per Month	VDA Per Month	Total Per Month
Semi-Skilled	Zone I	Bill collector, Bill clerk, Godown Keeper, Booking clerk, Asst Sales man/Sales girl, Asst Photo-artist, Shop asst, Packer, Gas Supplier, Stove repairer, Painter, Fruit juice or lassi maker in the shops, other unskilled labourer.	12746.61	3518.4	16265.01
Semi-Skilled	Zone II		12139.63	3518.4	15658.03
Semi-Skilled	Zone III		11561.55	3518.4	15079.95
Semi-Skilled	Zone IV		11011	3518.4	14529.4
Unskilled	Zone I	Messenger, weighing man, Bicycle fitter, workers engaged in drying storing, washing, ironing (in laundry), measuring, loading and unloading in warehousing, godowns, store rooms, workers engaged in grinding establishment services, Gunny bag stitcher, General workers (in all shops and commercial establishments other than in administration and clerical cadre and who are not covered in any of the above categories) other unskilled labourer	11587.83	3518.4	15106.23
Unskilled	Zone II		11036.03	3518.4	14554.43
Unskilled	Zone III		10510.5	3518.4	14028.9
Unskilled	Zone IV		10010	3518.4	13528.4

Class of Employment	Zone	Designation	Basic Per Month	VDA Per Month	Total Per Month
Office Staff	Zone I	Manager, Personal officer, Marketing manager, office incharge and equalent job	16423	3518.4	19941.4
Office Staff	Zone II		15688	3518.4	19206.4
Office Staff	Zone III		14989	3518.4	18507.4
Office Staff	Zone IV		14323	3518.4	17841.4
Office Staff	Zone I	Assistant Manager, Assistant Personal Manager, Senior Accountant and Equalent Job	15423.4	3518.4	18941.8
Office Staff	Zone II		14688.95	3518.4	18207.35
Office Staff	Zone III		13989.48	3518.4	17507.88
Office Staff	Zone IV		13323.31	3518.4	16841.71

Class of Employment	Zone	Designation	Basic Per Month	VDA Per Month	Total Per Month
Office Staff	Zone I	Senior clerk, Cashier, Judgement writer, Steno-grapher, Store-keeper, Receptionist and equalent job	14021.27	3518.4	17539.67
Office Staff	Zone II		13353.59	3518.4	16871.99
Office Staff	Zone III		12717.71	3518.4	16236.11
Office Staff	Zone IV		12112.1	3518.4	15630.5
Office Staff	Zone I	Junior clerk, Booking clerk, Computer operator, Typist, Telephone operator, Data entry operator and equalent jon	12746.61	3518.4	16265.01
Office Staff	Zone II		12139.63	3518.4	15658.03
Office Staff	Zone III		11561.55	3518.4	15079.95
Office Staff	Zone IV		11011	3518.4	14529.4

Class of Employment	Zone	Designation	Basic Per Month	VDA Per Month	Total Per Month
Office Staff	Zone I	Servant, watchman, lift operator, office boy, attender, helper, dalayat, mazdoor, sweeper and equalent job	11587.83	3518.4	15106.23
Office Staff	Zone II		11036.03	3518.4	14554.43
Office Staff	Zone III		10510.5	3518.4	14028.9
Office Staff	Zone IV		10010	3518.4	13528.4
Driver	Zone I	Heavy vehicle driver, tractor driver, Multi exel and heavy vehicle driver, earth movers drivers, assembled crane/ tractor drivers, road roller and road constructing vehicl driver	14021.27	3518.4	17539.67
Driver	Zone II		13353.59	3518.4	16871.99
Driver	Zone III		12717.71	3518.4	16236.11
Driver	Zone IV		12112.1	3518.4	15630.5

Class of Employment	Zone	Designation	Basic Per Month	VDA Per Month	Total Per Month
Driver	Zone I	Car driver, Jeep driver, light vehicle driver	12746.61	3518.4	16265.01
Driver	Zone II		12139.63	3518.4	15658.03
Driver	Zone III		11561.55	3518.4	15079.95
Driver	Zone IV		11011	3518.4	14529.4
Driver	Zone I	Tum Tum three wheel vehicle driver	11587.83	3518.4	15106.23
Driver	Zone II		11036.03	3518.4	14554.43
Driver	Zone III		10510.5	3518.4	14028.9
Driver	Zone IV		10010	3518.4	13528.4