

**Karnataka Minimum Wages for Shops and Commercial Establishments effective from 01st April 2026 to 31st March 2027**

<b>Class of Employment</b>	<b>Zone</b>	<b>Designation</b>	<b>Basic Per Month</b>	<b>VDA Per Month</b>	<b>Total Per Month</b>
<b>Highly Skilled</b>	Zone I	Pharmacist & Chemist, Technical supervisor, other high skilled	15423.4	4549	19972.4
<b>Highly Skilled</b>	Zone II		14688.95	4549	19237.95
<b>Highly Skilled</b>	Zone III		13989.48	4549	18538.48
<b>Highly Skilled</b>	Zone IV		13323.31	4549	17872.31
<b>Skilled</b>	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	4549	18570.27
<b>Skilled</b>	Zone II		13353.59	4549	17902.59
<b>Skilled</b>	Zone III		12717.71	4549	17266.71
<b>Skilled</b>	Zone IV		12112.1	4549	16661.1

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	4549	17295.61
Semi-Skilled	Zone II		12139.63	4549	16688.63
Semi-Skilled	Zone III		11561.55	4549	16110.55
Semi-Skilled	Zone IV		11011	4549	15560
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	4549	16136.83
Unskilled	Zone II		11036.03	4549	15585.03
Unskilled	Zone III		10510.5	4549	15059.5
Unskilled	Zone IV		10010	4549	14559

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	4549	20972
Office Staff	Zone II		15688	4549	20237
Office Staff	Zone III		14989	4549	19538
Office Staff	Zone IV		14323	4549	18872
Office Staff	Zone I	Assistant Manager, Assistant Personal Manager, Senior Accountant and Equalent Job	15423.4	4549	19972.4
Office Staff	Zone II		14688.95	4549	19237.95
Office Staff	Zone III		13989.48	4549	18538.48
Office Staff	Zone IV		13323.31	4549	17872.31

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	4549	18570.27
Office Staff	Zone II		13353.59	4549	17902.59
Office Staff	Zone III		12717.71	4549	17266.71
Office Staff	Zone IV		12112.1	4549	16661.1
Office Staff	Zone I	Junior clerk, Booking clerk, Computer operator, Typist, Telephone operator, Data entry operator and equalent jon	12746.61	4549	17295.61
Office Staff	Zone II		12139.63	4549	16688.63
Office Staff	Zone III		11561.55	4549	16110.55
Office Staff	Zone IV		11011	4549	15560

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	4549	16136.83
Office Staff	Zone II		11036.03	4549	15585.03
Office Staff	Zone III		10510.5	4549	15059.5
Office Staff	Zone IV		10010	4549	14559
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	4549	18570.27
Driver	Zone II		13353.59	4549	17902.59
Driver	Zone III		12717.71	4549	17266.71
Driver	Zone IV		12112.1	4549	16661.1

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	4549	17295.61
Driver	Zone II		12139.63	4549	16688.63
Driver	Zone III		11561.55	4549	16110.55
Driver	Zone IV		11011	4549	15560
Driver	Zone I	Tum Tum three wheel vehicle driver	11587.83	4549	16136.83
Driver	Zone II		11036.03	4549	15585.03
Driver	Zone III		10510.5	4549	15059.5
Driver	Zone IV		10010	4549	14559