

Latest Minimum wages for Shops & Establishment in Kerala

Effective from Date: 1st Jan 2023

SI NO	District	Grade	Basic Shops & Commercial Establishments	BASIC (IT INDUSTRY)	DEARNNESS ALLOWANCE (Shops & Commercial Establishments)	DEARNNESS ALLOWANCE (IT INDUSTRY)	SPECIAL ALLOWANCE (Shops & Commercial Establishments)	MIN. WAGES (Basic+DA+Special Allowance (Shops & Commercial Establishments))	MIN. WAGES (Basic+DA) (IT INDUSTRY)
1	Thiruvananthapuram	Special	9330	0	4524	0	200	14054	0
		Grade A	9120	21330	4524	2964	200	13844	24294
		Grade B	8910	19950	4524	2964	200	13634	22914
		Grade C	8700	18700	4524	2964	200	13424	21664
		Grade D	8490	17560	4524	2964	200	13214	20524
		Grade E	8280	16520	4524	2964	200	13004	19484
		Grade F	0	15570	0	2964	0	0	18534
		Grade G	0	15120	0	2964	0	0	18084
		Grade H	0	13470	0	2964	0	0	16434
		Grade I	0	13110	0	2964	0	16074	
2	Kollam	Special	9330	0	4082	0	200	13612	0
		Grade A	9120	21330	4082	2522	200	13402	23852
		Grade B	8910	19950	4082	2522	200	13192	22472
		Grade C	8700	18700	4082	2522	200	12982	21222
		Grade D	8490	17560	4082	2522	200	12772	20082
		Grade E	8280	16520	4082	2522	200	12562	19042
		Grade F	0	15570	0	2522	0	0	18092
		Grade G	0	15120	0	2522	0	0	17642
		Grade H	0	13470	0	2522	0	0	15992
		Grade I	0	13110	0	2522	0	15632	

SI NO	District	Grade	Basic Shops & Commercial Establishments	BASIC (IT INDUSTRY)	DEARNESS ALLOWANCE (Shops & Commercial Establishments)	DEARNESS ALLOWANCE (IT INDUSTRY)	SPECIAL ALLOWANCE (Shops & Commercial Establishments)	MIN. WAGES (Basic+DA+Special Allowance (Shops & Commercial Establishments))	MIN. WAGES (Basic+DA) (IT INDUSTRY)
3	Punalur	Special	9330	0	4290	0	200	13820	0
		Grade A	9120	21330	4290	2730	200	13610	24060
		Grade B	8910	19950	4290	2730	200	13400	22680
		Grade C	8700	18700	4290	2730	200	13190	21430
		Grade D	8490	17560	4290	2730	200	12980	20290
		Grade E	8280	16520	4290	2730	200	12770	19250
		Grade F	0	15570	0	2730	0	0	18300
		Grade G	0	15120	0	2730	0	0	17850
		Grade H	0	13470	0	2730	0	0	16200
	Grade I	0	13110	0	2730	0	0	15840	
4	Pathanamthitta	Special	9330	0	4524	0	200	14054	0
		Grade A	9120	21330	4524	2964	200	13844	24294
		Grade B	8910	19950	4524	2964	200	13634	22914
		Grade C	8700	18700	4524	2964	200	13424	21664
		Grade D	8490	17560	4524	2964	200	13214	20524
		Grade E	8280	16520	4524	2964	200	13004	19484
		Grade F	0	15570	0	2964	0	0	18534
		Grade G	0	15120	0	2964	0	0	18084
		Grade H	0	13470	0	2964	0	0	16434
	Grade I	0	13110	0	2964	0	0	16074	
5	Alappuzha	Special	9330	0	4056	0	200	13586	0
		Grade A	9120	21330	4056	2496	200	13376	23826
		Grade B	8910	19950	4056	2496	200	13166	22446
		Grade C	8700	18700	4056	2496	200	12956	21196
		Grade D	8490	17560	4056	2496	200	12746	20056
		Grade E	8280	16520	4056	2496	200	12536	19016
		Grade F	0	15570	0	2496	0	0	18066
		Grade G	0	15120	0	2496	0	0	17616
		Grade H	0	13470	0	2496	0	0	15966
	Grade I	0	13110	0	2496	0	0	15606	

SI NO	District	Grade	Basic Shops & Commercial Establishments	BASIC (IT INDUSTRY)	DEARNESS ALLOWANCE (Shops & Commercial Establishments)	DEARNESS ALLOWANCE (IT INDUSTRY)	SPECIAL ALLOWANCE (Shops & Commercial Establishments)	MIN. WAGES (Basic+DA+Special Allowance (Shops & Commercial Establishments))	MIN. WAGES (Basic+DA) (IT INDUSTRY)
6	Kottayam	Special	9330	0	4420	0	200	13950	0
		Grade A	9120	21330	4420	2860	200	13740	24190
		Grade B	8910	19950	4420	2860	200	13530	22810
		Grade C	8700	18700	4420	2860	200	13320	21560
		Grade D	8490	17560	4420	2860	200	13110	20420
		Grade E	8280	16520	4420	2860	200	12900	19380
		Grade F	0	15570	0	2860	0	0	18430
		Grade G	0	15120	0	2860	0	0	17980
		Grade H	0	13470	0	2860	0	0	16330
	Grade I	0	13110	0	2860	0	0	15970	
7	Mundakayam	Special	9330	0	4524	0	200	14054	0
		Grade A	9120	21330	4524	2964	200	13844	24294
		Grade B	8910	19950	4524	2964	200	13634	22914
		Grade C	8700	18700	4524	2964	200	13424	21664
		Grade D	8490	17560	4524	2964	200	13214	20524
		Grade E	8280	16520	4524	2964	200	13004	19484
		Grade F	0	15570	0	2964	0	0	18534
		Grade G	0	15120	0	2964	0	0	18084
		Grade H	0	13470	0	2964	0	0	16434
	Grade I	0	13110	0	2964	0	0	16074	

SI NO	District	Grade	Basic Shops & Commercial Establishments	BASIC (IT INDUSTRY)	DEARNESS ALLOWANCE (Shops & Commercial Establishments)	DEARNESS ALLOWANCE (IT INDUSTRY)	SPECIAL ALLOWANCE (Shops & Commercial Establishments)	MIN. WAGES (Basic+DA+Special Allowance (Shops & Commercial Establishments))	MIN. WAGES (Basic+DA) (IT INDUSTRY)
8	Idukki/Munnar	Special	9330	0	3692	0	200	13222	0
		Grade A	9120	21330	3692	2132	200	13012	23462
		Grade B	8910	19950	3692	2132	200	12802	22082
		Grade C	8700	18700	3692	2132	200	12592	20832
		Grade D	8490	17560	3692	2132	200	12382	19692
		Grade E	8280	16520	3692	2132	200	12172	18652
		Grade F	0	15570	0	2132	0	0	17702
		Grade G	0	15120	0	2132	0	0	17252
		Grade H	0	13470	0	2132	0	0	15602
		Grade I	0	13110	0	2132	0	15242	
9	Ernakulam	Special	9330	0	3848	0	200	13378	0
		Grade A	9120	21330	3848	2288	200	13168	23618
		Grade B	8910	19950	3848	2288	200	12958	22238
		Grade C	8700	18700	3848	2288	200	12748	20988
		Grade D	8490	17560	3848	2288	200	12538	19848
		Grade E	8280	16520	3848	2288	200	12328	18808
		Grade F	0	15570	0	2288	0	0	17858
		Grade G	0	15120	0	2288	0	0	17408
		Grade H	0	13470	0	2288	0	0	15758
		Grade I	0	13110	0	2288	0	15398	
10	Chalakkudy	Special	9330	0	4576	0	200	14106	0
		Grade A	9120	21330	4576	3016	200	13896	24346
		Grade B	8910	19950	4576	3016	200	13686	22966
		Grade C	8700	18700	4576	3016	200	13476	21716
		Grade D	8490	17560	4576	3016	200	13266	20576
		Grade E	8280	16520	4576	3016	200	13056	19536
		Grade F	0	15570	0	3016	0	0	18586
		Grade G	0	15120	0	3016	0	0	18136
		Grade H	0	13470	0	3016	0	0	16486
		Grade I	0	13110	0	3016	0	16126	

SI NO	District	Grade	Basic Shops & Commercial Establishments	BASIC (IT INDUSTRY)	DEARNESS ALLOWANCE (Shops & Commercial Establishments)	DEARNESS ALLOWANCE (IT INDUSTRY)	SPECIAL ALLOWANCE (Shops & Commercial Establishments)	MIN. WAGES (Basic+DA+Special Allowance (Shops & Commercial Establishments))	MIN. WAGES (Basic+DA) (IT INDUSTRY)
11	Thrissur	Special	9330	0	3536	0	200	13066	0
		Grade A	9120	21330	3536	1976	200	12856	23306
		Grade B	8910	19950	3536	1976	200	12646	21926
		Grade C	8700	18700	3536	1976	200	12436	20676
		Grade D	8490	17560	3536	1976	200	12226	19536
		Grade E	8280	16520	3536	1976	200	12016	18496
		Grade F	0	15570	0	1976	0	0	17546
		Grade G	0	15120	0	1976	0	0	17096
		Grade H	0	13470	0	1976	0	0	15446
		Grade I	0	13110	0	1976	0	15086	
12	Palakkad	Special	9330	0	3822	0	200	13352	0
		Grade A	9120	21330	3822	2262	200	13142	23592
		Grade B	8910	19950	3822	2262	200	12932	22212
		Grade C	8700	18700	3822	2262	200	12722	20962
		Grade D	8490	17560	3822	2262	200	12512	19822
		Grade E	8280	16520	3822	2262	200	12302	18782
		Grade F	0	15570	0	2262	0	0	17832
		Grade G	0	15120	0	2262	0	0	17382
		Grade H	0	13470	0	2262	0	0	15732
		Grade I	0	13110	0	2262	0	15372	
13	Malappuram	Special	9330	0	3536	0	200	13066	0
		Grade A	9120	21330	3536	1976	200	12856	23306
		Grade B	8910	19950	3536	1976	200	12646	21926
		Grade C	8700	18700	3536	1976	200	12436	20676
		Grade D	8490	17560	3536	1976	200	12226	19536
		Grade E	8280	16520	3536	1976	200	12016	18496
		Grade F	0	15570	0	1976	0	0	17546
		Grade G	0	15120	0	1976	0	0	17096
		Grade H	0	13470	0	1976	0	0	15446
		Grade I	0	13110	0	1976	0	15086	

SI NO	District	Grade	Basic Shops & Commercial Establishments	BASIC (IT INDUSTRY)	DEARNESS ALLOWANCE (Shops & Commercial Establishments)	DEARNESS ALLOWANCE (IT INDUSTRY)	SPECIAL ALLOWANCE (Shops & Commercial Establishments)	MIN. WAGES (Basic+DA+Special Allowance (Shops & Commercial Establishments))	MIN. WAGES (Basic+DA) (IT INDUSTRY)
14	Kozhikode	Special	9330	0	4160	0	200	13690	0
		Grade A	9120	21330	4160	2600	200	13480	23930
		Grade B	8910	19950	4160	2600	200	13270	22550
		Grade C	8700	18700	4160	2600	200	13060	21300
		Grade D	8490	17560	4160	2600	200	12850	20160
		Grade E	8280	16520	4160	2600	200	12640	19120
		Grade F	0	15570	0	2600	0	0	18170
		Grade G	0	15120	0	2600	0	0	17720
		Grade H	0	13470	0	2600	0	0	16070
		Grade I	0	13110	0	2600	0	15710	
15	Wayanad/Meppadi	Special	9330	0	3354	0	200	12884	0
		Grade A	9120	21330	3354	1794	200	12674	23124
		Grade B	8910	19950	3354	1794	200	12464	21744
		Grade C	8700	18700	3354	1794	200	12254	20494
		Grade D	8490	17560	3354	1794	200	12044	19354
		Grade E	8280	16520	3354	1794	200	11834	18314
		Grade F	0	15570	0	1794	0	0	17364
		Grade G	0	15120	0	1794	0	0	16914
		Grade H	0	13470	0	1794	0	0	15264
		Grade I	0	13110	0	1794	0	14904	
16	Kannur	Special	9330	0	4108	0	200	13638	0
		Grade A	9120	21330	4108	2548	200	13428	23878
		Grade B	8910	19950	4108	2548	200	13218	22498
		Grade C	8700	18700	4108	2548	200	13008	21248
		Grade D	8490	17560	4108	2548	200	12798	20108
		Grade E	8280	16520	4108	2548	200	12588	19068
		Grade F	0	15570	0	2548	0	0	18118
		Grade G	0	15120	0	2548	0	0	17668
		Grade H	0	13470	0	2548	0	0	16018
		Grade I	0	13110	0	2548	0	15658	

SI NO	District	Grade	Basic Shops & Commercial Establishments	BASIC (IT INDUSTRY)	DEARNESS ALLOWANCE (Shops & Commercial Establishments)	DEARNESS ALLOWANCE (IT INDUSTRY)	SPECIAL ALLOWANCE (Shops & Commercial Establishments)	MIN. WAGES (Basic+DA+Special Allowance (Shops & Commercial Establishments))	MIN. WAGES (Basic+DA) (IT INDUSTRY)
17	Kasargod	Special	9330	0	4420	0	200	13950	0
		Grade A	9120	21330	4420	2860	200	13740	24190
		Grade B	8910	19950	4420	2860	200	13530	22810
		Grade C	8700	18700	4420	2860	200	13320	21560
		Grade D	8490	17560	4420	2860	200	13110	20420
		Grade E	8280	16520	4420	2860	200	12900	19380
		Grade F	0	15570	0	2860	0	0	18430
		Grade G	0	15120	0	2860	0	0	17980
		Grade H	0	13470	0	2860	0	0	16330
Grade I	0	13110	0	2860	0	0	15970		

Note 1 :- Kerala MW for S & E scheduled employment, service weightage applicable for employees with 5 yrs. to 10 yrs. @ 5 % of Basic Wages, 11 to 15 yrs. @ 10 % of Basic Wages and 16th yrs. onwards 15 % of Basic Wages.

Note 2 :- Minimum wages decreased for few districts w.e.f 01st Jan 2023 _As per the provision of ID Act, EPF & MP Act, ESIC Act it is not recommended to reduce salary or wages of an employee _however, for new employees with effect from 01st Jan 2023, it maybe offered as per above revised minimum wages