

Latest Minimum wages for Shops & Establishment in Kerala

Effective from Date: 1st Mar 2023

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)
1	Thiruvananthapuram	Special	9330	0	4394	0	200	13924	0
		Grade A	9120	21330	4394	2834	200	13714	24164
		Grade B	8910	19950	4394	2834	200	13504	22784
		Grade C	8700	18700	4394	2834	200	13294	21534
		Grade D	8490	17560	4394	2834	200	13084	20394
		Grade E	8280	16520	4394	2834	200	12874	19354
		Grade F	0	15570	0	2834	0	0	18404
		Grade G	0	15120	0	2834	0	0	17954
		Grade H	0	13470	0	2834	0	0	16304
Grade I	0	13110	0	2834	0	0	15944		
2	Kollam	Special	9330	0	3978	0	200	13508	0
		Grade A	9120	21330	3978	2418	200	13298	23748
		Grade B	8910	19950	3978	2418	200	13088	22368
		Grade C	8700	18700	3978	2418	200	12878	21118
		Grade D	8490	17560	3978	2418	200	12668	19978
		Grade E	8280	16520	3978	2418	200	12458	18938
		Grade F	0	15570	0	2418	0	0	17988
		Grade G	0	15120	0	2418	0	0	17538
		Grade H	0	13470	0	2418	0	0	15888
Grade I	0	13110	0	2418	0	0	15528		

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3	Punalur	Special	9330	0	4186	0	200	13716	0
		Grade A	9120	21330	4186	2626	200	13506	23956
		Grade B	8910	19950	4186	2626	200	13296	22576
		Grade C	8700	18700	4186	2626	200	13086	21326
		Grade D	8490	17560	4186	2626	200	12876	20186
		Grade E	8280	16520	4186	2626	200	12666	19146
		Grade F	0	15570	0	2626	0	0	18196
		Grade G	0	15120	0	2626	0	0	17746
		Grade H	0	13470	0	2626	0	0	16096
		Grade I	0	13110	0	2626	0	15736	
4	Pathanamthitta	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	15970	
5	Alappuzha	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	

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6	Kottayam	Special	9330	0	4472	0	200	14002	0
		Grade A	9120	21330	4472	2912	200	13792	24242
		Grade B	8910	19950	4472	2912	200	13582	22862
		Grade C	8700	18700	4472	2912	200	13372	21612
		Grade D	8490	17560	4472	2912	200	13162	20472
		Grade E	8280	16520	4472	2912	200	12952	19432
		Grade F	0	15570	0	2912	0	0	18482
		Grade G	0	15120	0	2912	0	0	18032
		Grade H	0	13470	0	2912	0	0	16382
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
8	Idukki/Munnar	Special	9330	0	3484	0	200	13014	0
		Grade A	9120	21330	3484	1924	200	12804	23254
		Grade B	8910	19950	3484	1924	200	12594	21874
		Grade C	8700	18700	3484	1924	200	12384	20624
		Grade D	8490	17560	3484	1924	200	12174	19484
		Grade E	8280	16520	3484	1924	200	11964	18444
		Grade F	0	15570	0	1924	0	0	17494
		Grade G	0	15120	0	1924	0	0	17044
		Grade H	0	13470	0	1924	0	0	15394
Grade I	0	13110	0	1924	0	0	15034		

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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	
11	Thrissur	Special	9330	0	3484	0	200	13014	0
		Grade A	9120	21330	3484	1924	200	12804	23254
		Grade B	8910	19950	3484	1924	200	12594	21874
		Grade C	8700	18700	3484	1924	200	12384	20624
		Grade D	8490	17560	3484	1924	200	12174	19484
		Grade E	8280	16520	3484	1924	200	11964	18444
		Grade F	0	15570	0	1924	0	0	17494
		Grade G	0	15120	0	1924	0	0	17044
		Grade H	0	13470	0	1924	0	0	15394
		Grade I	0	13110	0	1924	0	15034	

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12	Palakkad	Special	9330	0	3874	0	200	13404	0
		Grade A	9120	21330	3874	2314	200	13194	23644
		Grade B	8910	19950	3874	2314	200	12984	22264
		Grade C	8700	18700	3874	2314	200	12774	21014
		Grade D	8490	17560	3874	2314	200	12564	19874
		Grade E	8280	16520	3874	2314	200	12354	18834
		Grade F	0	15570	0	2314	0	0	17884
		Grade G	0	15120	0	2314	0	0	17434
		Grade H	0	13470	0	2314	0	0	15784
Grade I	0	13110	0	2314	0	0	15424		
13	Malappuram	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	0	15242		
14	Kozhikode	Special	9330	0	4212	0	200	13742	0
		Grade A	9120	21330	4212	2652	200	13532	23982
		Grade B	8910	19950	4212	2652	200	13322	22602
		Grade C	8700	18700	4212	2652	200	13112	21352
		Grade D	8490	17560	4212	2652	200	12902	20212
		Grade E	8280	16520	4212	2652	200	12692	19172
		Grade F	0	15570	0	2652	0	0	18222
		Grade G	0	15120	0	2652	0	0	17772
		Grade H	0	13470	0	2652	0	0	16122
Grade I	0	13110	0	2652	0	0	15762		

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15	Wayanad/Meppadi	Special	9330	0	3406	0	200	12936	0
		Grade A	9120	21330	3406	1846	200	12726	23176
		Grade B	8910	19950	3406	1846	200	12516	21796
		Grade C	8700	18700	3406	1846	200	12306	20546
		Grade D	8490	17560	3406	1846	200	12096	19406
		Grade E	8280	16520	3406	1846	200	11886	18366
		Grade F	0	15570	0	1846	0	0	17416
		Grade G	0	15120	0	1846	0	0	16966
		Grade H	0	13470	0	1846	0	0	15316
16	Kannur	Special	9330	0	4212	0	200	13742	0
		Grade A	9120	21330	4212	2652	200	13532	23982
		Grade B	8910	19950	4212	2652	200	13322	22602
		Grade C	8700	18700	4212	2652	200	13112	21352
		Grade D	8490	17560	4212	2652	200	12902	20212
		Grade E	8280	16520	4212	2652	200	12692	19172
		Grade F	0	15570	0	2652	0	0	18222
		Grade G	0	15120	0	2652	0	0	17772
		Grade H	0	13470	0	2652	0	0	16122
17	Kasargod	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		

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.

Minimum wages decreased for few districts w.e.f 01st Mar 2023. It is not recommended to reduce salary or wages of an employee. However, new employees with effect from 01st Mar 2023, maybe offered as per above revised minimum wages