

### Latest Minimum wages for Shops & Establishment in Kerala

Effective from Date: 1st May 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	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	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	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	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	
5	Alappuzha	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	

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6	Kottayam	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	0	16126	
7	Mundakayam	Special	9330	0	4706	0	200	14236	0
		Grade A	9120	21330	4706	3146	200	14026	24476
		Grade B	8910	19950	4706	3146	200	13816	23096
		Grade C	8700	18700	4706	3146	200	13606	21846
		Grade D	8490	17560	4706	3146	200	13396	20706
		Grade E	8280	16520	4706	3146	200	13186	19666
		Grade F	0	15570	0	3146	0	0	18716
		Grade G	0	15120	0	3146	0	0	18266
		Grade H	0	13470	0	3146	0	0	16616
	Grade I	0	13110	0	3146	0	0	16256	
8	Idukki/Munnar	Special	9330	0	3640	0	200	13170	0
		Grade A	9120	21330	3640	2080	200	12960	23410
		Grade B	8910	19950	3640	2080	200	12750	22030
		Grade C	8700	18700	3640	2080	200	12540	20780
		Grade D	8490	17560	3640	2080	200	12330	19640
		Grade E	8280	16520	3640	2080	200	12120	18600
		Grade F	0	15570	0	2080	0	0	17650
		Grade G	0	15120	0	2080	0	0	17200
		Grade H	0	13470	0	2080	0	0	15550
	Grade I	0	13110	0	2080	0	0	15190	

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9	Ernakulam	Special	9330	0	3952	0	200	13482	0
		Grade A	9120	21330	3952	2392	200	13272	23722
		Grade B	8910	19950	3952	2392	200	13062	22342
		Grade C	8700	18700	3952	2392	200	12852	21092
		Grade D	8490	17560	3952	2392	200	12642	19952
		Grade E	8280	16520	3952	2392	200	12432	18912
		Grade F	0	15570	0	2392	0	0	17962
		Grade G	0	15120	0	2392	0	0	17512
		Grade H	0	13470	0	2392	0	0	15862
		Grade I	0	13110	0	2392	0	15502	
10	Chalakkudy	Special	9330	0	4732	0	200	14262	0
		Grade A	9120	21330	4732	3172	200	14052	24502
		Grade B	8910	19950	4732	3172	200	13842	23122
		Grade C	8700	18700	4732	3172	200	13632	21872
		Grade D	8490	17560	4732	3172	200	13422	20732
		Grade E	8280	16520	4732	3172	200	13212	19692
		Grade F	0	15570	0	3172	0	0	18742
		Grade G	0	15120	0	3172	0	0	18292
		Grade H	0	13470	0	3172	0	0	16642
		Grade I	0	13110	0	3172	0	16282	
11	Thrissur	Special	9330	0	3640	0	200	13170	0
		Grade A	9120	21330	3640	2080	200	12960	23410
		Grade B	8910	19950	3640	2080	200	12750	22030
		Grade C	8700	18700	3640	2080	200	12540	20780
		Grade D	8490	17560	3640	2080	200	12330	19640
		Grade E	8280	16520	3640	2080	200	12120	18600
		Grade F	0	15570	0	2080	0	0	17650
		Grade G	0	15120	0	2080	0	0	17200
		Grade H	0	13470	0	2080	0	0	15550
		Grade I	0	13110	0	2080	0	15190	

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12	Palakkad	Special	9330	0	4030	0	200	13560	0
		Grade A	9120	21330	4030	2470	200	13350	23800
		Grade B	8910	19950	4030	2470	200	13140	22420
		Grade C	8700	18700	4030	2470	200	12930	21170
		Grade D	8490	17560	4030	2470	200	12720	20030
		Grade E	8280	16520	4030	2470	200	12510	18990
		Grade F	0	15570	0	2470	0	0	18040
		Grade G	0	15120	0	2470	0	0	17590
		Grade H	0	13470	0	2470	0	0	15940
		Grade I	0	13110	0	2470	0	15580	
13	Malappuram	Special	9330	0	3796	0	200	13326	0
		Grade A	9120	21330	3796	2236	200	13116	23566
		Grade B	8910	19950	3796	2236	200	12906	22186
		Grade C	8700	18700	3796	2236	200	12696	20936
		Grade D	8490	17560	3796	2236	200	12486	19796
		Grade E	8280	16520	3796	2236	200	12276	18756
		Grade F	0	15570	0	2236	0	0	17806
		Grade G	0	15120	0	2236	0	0	17356
		Grade H	0	13470	0	2236	0	0	15706
		Grade I	0	13110	0	2236	0	15346	
14	Kozhikode	Special	9330	0	4368	0	200	13898	0
		Grade A	9120	21330	4368	2808	200	13688	24138
		Grade B	8910	19950	4368	2808	200	13478	22758
		Grade C	8700	18700	4368	2808	200	13268	21508
		Grade D	8490	17560	4368	2808	200	13058	20368
		Grade E	8280	16520	4368	2808	200	12848	19328
		Grade F	0	15570	0	2808	0	0	18378
		Grade G	0	15120	0	2808	0	0	17928
		Grade H	0	13470	0	2808	0	0	16278
		Grade I	0	13110	0	2808	0	15918	

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15	Wayanad/Meppadi	Special	9330	0	3588	0	200	13118	0
		Grade A	9120	21330	3588	2028	200	12908	23358
		Grade B	8910	19950	3588	2028	200	12698	21978
		Grade C	8700	18700	3588	2028	200	12488	20728
		Grade D	8490	17560	3588	2028	200	12278	19588
		Grade E	8280	16520	3588	2028	200	12068	18548
		Grade F	0	15570	0	2028	0	0	17598
		Grade G	0	15120	0	2028	0	0	17148
		Grade H	0	13470	0	2028	0	0	15498
		Grade I	0	13110	0	2028	0	15138	
16	Kannur	Special	9330	0	4368	0	200	13898	0
		Grade A	9120	21330	4368	2808	200	13688	24138
		Grade B	8910	19950	4368	2808	200	13478	22758
		Grade C	8700	18700	4368	2808	200	13268	21508
		Grade D	8490	17560	4368	2808	200	13058	20368
		Grade E	8280	16520	4368	2808	200	12848	19328
		Grade F	0	15570	0	2808	0	0	18378
		Grade G	0	15120	0	2808	0	0	17928
		Grade H	0	13470	0	2808	0	0	16278
		Grade I	0	13110	0	2808	0	15918	
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	16074	

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 May 2023, it is not recommended to reduce salary or wages of an employee. However, for new employees with effect from 01st May 2023, maybe offered as per above revised minimum wages