

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

Effective from Date: 1st August 2022

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	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	15840	
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	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	
4	Pathanamthitta	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	0	16282	
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	0	15710	

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6	Kottayam	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	0	15918		
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		
8	Idukki/Munnar	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	0	15086		

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9	Ernakulam	Special	9330	0	3744	0	200	13274	0
		Grade A	9120	21330	3744	2184	200	13064	23514
		Grade B	8910	19950	3744	2184	200	12854	22134
		Grade C	8700	18700	3744	2184	200	12644	20884
		Grade D	8490	17560	3744	2184	200	12434	19744
		Grade E	8280	16520	3744	2184	200	12224	18704
		Grade F	0	15570	0	2184	0	0	17754
		Grade G	0	15120	0	2184	0	0	17304
		Grade H	0	13470	0	2184	0	0	15654
Grade I	0	13110	0	2184	0	0	15294		
10	Chalakkudy	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
Grade I	0	13110	0	2912	0	0	16022		
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	0	15034		

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12	Palakkad	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	
13	Malappuram	Special	9330	0	3432	0	200	12962	0
		Grade A	9120	21330	3432	1872	200	12752	23202
		Grade B	8910	19950	3432	1872	200	12542	21822
		Grade C	8700	18700	3432	1872	200	12332	20572
		Grade D	8490	17560	3432	1872	200	12122	19432
		Grade E	8280	16520	3432	1872	200	11912	18392
		Grade F	0	15570	0	1872	0	0	17442
		Grade G	0	15120	0	1872	0	0	16992
		Grade H	0	13470	0	1872	0	0	15342
	Grade I	0	13110	0	1872	0	0	14982	
14	Kozhikode	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	

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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	0	14904	
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
	Grade I	0	13110	0	2652	0	0	15762	
17	Kasargod	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
	Grade I	0	13110	0	2912	0	0	16022	

**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 Mar 2022 \_As per the provision of ID act, EPFO act, ESIC act it is not recommended to reduce salary or wages of an employee \_however, for new employees with effect from 01st Mar 2022, it maybe offered as per above revised minimum wages