

Latest Minimum wages for Shops & Establishment in Kerala									
Effective from Date: 1st April 2025									
Sl 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	5330	0	200	14860	0
		Grade A	9120	21330	5330	3770	200	14650	25100
		Grade B	8910	19950	5330	3770	200	14440	23720
		Grade C	8700	18700	5330	3770	200	14230	22470
		Grade D	8490	17560	5330	3770	200	14020	21330
		Grade E	8280	16520	5330	3770	200	13810	20290
		Grade F	0	15570	0	3770	0	0	19340
		Grade G	0	15120	0	3770	0	0	18890
		Grade H	0	13470	0	3770	0	0	17240
2	Kollam	Grade I	0	13110	0	3770	0	0	16880
		Special	9330	0	5018	0	200	14548	0
		Grade A	9120	21330	5018	3458	200	14338	24788
		Grade B	8910	19950	5018	3458	200	14128	23408
		Grade C	8700	18700	5018	3458	200	13918	22158
		Grade D	8490	17560	5018	3458	200	13708	21018
		Grade E	8280	16520	5018	3458	200	13498	19978
		Grade F	0	15570	0	3458	0	0	19028
		Grade G	0	15120	0	3458	0	0	18578
3	Punalur	Grade H	0	13470	0	3458	0	0	16928
		Grade I	0	13110	0	3458	0	0	16568
		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

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4	Pathanamthitta	Special	9330	0	5330	0	200	14860	0
		Grade A	9120	21330	5330	3770	200	14650	25100
		Grade B	8910	19950	5330	3770	200	14440	23720
		Grade C	8700	18700	5330	3770	200	14230	22470
		Grade D	8490	17560	5330	3770	200	14020	21330
		Grade E	8280	16520	5330	3770	200	13810	20290
		Grade F	0	15570	0	3770	0	0	19340
		Grade G	0	15120	0	3770	0	0	18890
		Grade H	0	13470	0	3770	0	0	17240
5	Alappuzha	Grade I	0	13110	0	3770	0	0	16880
		Special	9330	0	4836	0	200	14366	0
		Grade A	9120	21330	4836	3276	200	14156	24606
		Grade B	8910	19950	4836	3276	200	13946	23226
		Grade C	8700	18700	4836	3276	200	13736	21976
		Grade D	8490	17560	4836	3276	200	13526	20836
		Grade E	8280	16520	4836	3276	200	13316	19796
		Grade F	0	15570	0	3276	0	0	18846
		Grade G	0	15120	0	3276	0	0	18396
6	Kottayam	Grade H	0	13470	0	3276	0	0	16746
		Grade I	0	13110	0	3276	0	0	16386
		Special	9330	0	5538	0	200	15068	0
		Grade A	9120	21330	5538	3978	200	14858	25308
		Grade B	8910	19950	5538	3978	200	14648	23928
		Grade C	8700	18700	5538	3978	200	14438	22678
		Grade D	8490	17560	5538	3978	200	14228	21538
		Grade E	8280	16520	5538	3978	200	14018	20498
		Grade F	0	15570	0	3978	0	0	19548
		Grade G	0	15120	0	3978	0	0	19098
		Grade H	0	13470	0	3978	0	0	17448
		Grade I	0	13110	0	3978	0	0	17088

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7	Mundakayam	Special	9330	0	6162	0	200	15692	0
		Grade A	9120	21330	6162	4602	200	15482	25932
		Grade B	8910	19950	6162	4602	200	15272	24552
		Grade C	8700	18700	6162	4602	200	15062	23302
		Grade D	8490	17560	6162	4602	200	14852	22162
		Grade E	8280	16520	6162	4602	200	14642	21122
		Grade F	0	15570	0	4602	0	0	20172
		Grade G	0	15120	0	4602	0	0	19722
		Grade H	0	13470	0	4602	0	0	18072
		Grade I	0	13110	0	4602	0	0	17712
8	Idukki/Munnar	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
9	Ernakulam	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

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10	Chalakkudy	Special	9330	0	5252	0	200	14782	0
		Grade A	9120	21330	5252	3692	200	14572	25022
		Grade B	8910	19950	5252	3692	200	14362	23642
		Grade C	8700	18700	5252	3692	200	14152	22392
		Grade D	8490	17560	5252	3692	200	13942	21252
		Grade E	8280	16520	5252	3692	200	13732	20212
		Grade F	0	15570	0	3692	0	0	19262
		Grade G	0	15120	0	3692	0	0	18812
		Grade H	0	13470	0	3692	0	0	17162
		Grade I	0	13110	0	3692	0	0	16802
11	Thrissur	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
12	Palakkad	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

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13	Malappuram	Special	9330	0	4680	0	200	14210	0
		Grade A	9120	21330	4680	3120	200	14000	24450
		Grade B	8910	19950	4680	3120	200	13790	23070
		Grade C	8700	18700	4680	3120	200	13580	21820
		Grade D	8490	17560	4680	3120	200	13370	20680
		Grade E	8280	16520	4680	3120	200	13160	19640
		Grade F	0	15570	0	3120	0	0	18690
		Grade G	0	15120	0	3120	0	0	18240
		Grade H	0	13470	0	3120	0	0	16590
		Grade I	0	13110	0	3120	0	0	16230
14	Kozhikode	Special	9330	0	5148	0	200	14678	0
		Grade A	9120	21330	5148	3588	200	14468	24918
		Grade B	8910	19950	5148	3588	200	14258	23538
		Grade C	8700	18700	5148	3588	200	14048	22288
		Grade D	8490	17560	5148	3588	200	13838	21148
		Grade E	8280	16520	5148	3588	200	13628	20108
		Grade F	0	15570	0	3588	0	0	19158
		Grade G	0	15120	0	3588	0	0	18708
		Grade H	0	13470	0	3588	0	0	17058
		Grade I	0	13110	0	3588	0	0	16698
15	Wayanad/Meppadi	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	0	15736

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16	Kannur	Special	9330	0	5252	0	200	14782	0
		Grade A	9120	21330	5252	3692	200	14572	25022
		Grade B	8910	19950	5252	3692	200	14362	23642
		Grade C	8700	18700	5252	3692	200	14152	22392
		Grade D	8490	17560	5252	3692	200	13942	21252
		Grade E	8280	16520	5252	3692	200	13732	20212
		Grade F	0	15570	0	3692	0	0	19262
		Grade G	0	15120	0	3692	0	0	18812
		Grade H	0	13470	0	3692	0	0	17162
		Grade I	0	13110	0	3692	0	0	16802
17	Kasargod	Special	9330	0	5746	0	200	15276	0
		Grade A	9120	21330	5746	4186	200	15066	25516
		Grade B	8910	19950	5746	4186	200	14856	24136
		Grade C	8700	18700	5746	4186	200	14646	22886
		Grade D	8490	17560	5746	4186	200	14436	21746
		Grade E	8280	16520	5746	4186	200	14226	20706
		Grade F	0	15570	0	4186	0	0	19756
		Grade G	0	15120	0	4186	0	0	19306
		Grade H	0	13470	0	4186	0	0	17656
		Grade I	0	13110	0	4186	0	0	17296

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 has been decreased for few districts w.e.f 01st April 2025 _As per the law, it is not recommended to reduce wages of an employee,however, for new joiners with effect from 01st April 2025, above wages may be offered.