

Latest Minimum wages for Shops & Establishment in Kerala									
Effective from Date: 1st January 2026									
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	5772	0	200	15302	0
		Grade A	9120	21330	5772	4212	200	15092	25542
		Grade B	8910	19950	5772	4212	200	14882	24162
		Grade C	8700	18700	5772	4212	200	14672	22912
		Grade D	8490	17560	5772	4212	200	14462	21772
		Grade E	8280	16520	5772	4212	200	14252	20732
		Grade F	0	15570	0	4212	0	0	19782
		Grade G	0	15120	0	4212	0	0	19332
		Grade H	0	13470	0	4212	0	0	17682
		Grade I	0	13110	0	4212	0	0	17322
2	Kollam	Special	9330	0	5486	0	200	15016	0
		Grade A	9120	21330	5486	3926	200	14806	25256
		Grade B	8910	19950	5486	3926	200	14596	23876
		Grade C	8700	18700	5486	3926	200	14386	22626
		Grade D	8490	17560	5486	3926	200	14176	21486
		Grade E	8280	16520	5486	3926	200	13966	20446
		Grade F	0	15570	0	3926	0	0	19496
		Grade G	0	15120	0	3926	0	0	19046
		Grade H	0	13470	0	3926	0	0	17396
		Grade I	0	13110	0	3926	0	0	17036
3	Punalur	Special	9330	0	5382	0	200	14912	0
		Grade A	9120	21330	5382	3822	200	14702	25152
		Grade B	8910	19950	5382	3822	200	14492	23772
		Grade C	8700	18700	5382	3822	200	14282	22522
		Grade D	8490	17560	5382	3822	200	14072	21382
		Grade E	8280	16520	5382	3822	200	13862	20342
		Grade F	0	15570	0	3822	0	0	19392
		Grade G	0	15120	0	3822	0	0	18942
		Grade H	0	13470	0	3822	0	0	17292
		Grade I	0	13110	0	3822	0	0	16932

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4	Pathanamthitta	Special	9330	0	5694	0	200	15224	0
		Grade A	9120	21330	5694	4134	200	15014	25464
		Grade B	8910	19950	5694	4134	200	14804	24084
		Grade C	8700	18700	5694	4134	200	14594	22834
		Grade D	8490	17560	5694	4134	200	14384	21694
		Grade E	8280	16520	5694	4134	200	14174	20654
		Grade F	0	15570	0	4134	0	0	19704
		Grade G	0	15120	0	4134	0	0	19254
		Grade H	0	13470	0	4134	0	0	17604
	Grade I	0	13110	0	4134	0	0	17244	
5	Alappuzha	Special	9330	0	5278	0	200	14808	0
		Grade A	9120	21330	5278	3718	200	14598	25048
		Grade B	8910	19950	5278	3718	200	14388	23668
		Grade C	8700	18700	5278	3718	200	14178	22418
		Grade D	8490	17560	5278	3718	200	13968	21278
		Grade E	8280	16520	5278	3718	200	13758	20238
		Grade F	0	15570	0	3718	0	0	19288
		Grade G	0	15120	0	3718	0	0	18838
		Grade H	0	13470	0	3718	0	0	17188
	Grade I	0	13110	0	3718	0	0	16828	
6	Kottayam	Special	9330	0	5980	0	200	15510	0
		Grade A	9120	21330	5980	4420	200	15300	25750
		Grade B	8910	19950	5980	4420	200	15090	24370
		Grade C	8700	18700	5980	4420	200	14880	23120
		Grade D	8490	17560	5980	4420	200	14670	21980
		Grade E	8280	16520	5980	4420	200	14460	20940
		Grade F	0	15570	0	4420	0	0	19990
		Grade G	0	15120	0	4420	0	0	19540
		Grade H	0	13470	0	4420	0	0	17890
	Grade I	0	13110	0	4420	0	0	17530	

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7	Mundakayam	Special	9330	0	6630	0	200	16160	0
		Grade A	9120	21330	6630	5070	200	15950	26400
		Grade B	8910	19950	6630	5070	200	15740	25020
		Grade C	8700	18700	6630	5070	200	15530	23770
		Grade D	8490	17560	6630	5070	200	15320	22630
		Grade E	8280	16520	6630	5070	200	15110	21590
		Grade F	0	15570	0	5070	0	0	20640
		Grade G	0	15120	0	5070	0	0	20190
		Grade H	0	13470	0	5070	0	0	18540
	Grade I	0	13110	0	5070	0	0	18180	
8	Idukki/Munnar	Special	9330	0	5070	0	200	14600	0
		Grade A	9120	21330	5070	3510	200	14390	24840
		Grade B	8910	19950	5070	3510	200	14180	23460
		Grade C	8700	18700	5070	3510	200	13970	22210
		Grade D	8490	17560	5070	3510	200	13760	21070
		Grade E	8280	16520	5070	3510	200	13550	20030
		Grade F	0	15570	0	3510	0	0	19080
		Grade G	0	15120	0	3510	0	0	18630
		Grade H	0	13470	0	3510	0	0	16980
	Grade I	0	13110	0	3510	0	0	16620	
9	Ernakulam	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
		Grade H	0	13470	0	3276	0	0	16746
	Grade I	0	13110	0	3276	0	0	16386	

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10	Chalakkudy	Special	9330	0	5408	0	200	14938	0
		Grade A	9120	21330	5408	3848	200	14728	25178
		Grade B	8910	19950	5408	3848	200	14518	23798
		Grade C	8700	18700	5408	3848	200	14308	22548
		Grade D	8490	17560	5408	3848	200	14098	21408
		Grade E	8280	16520	5408	3848	200	13888	20368
		Grade F	0	15570	0	3848	0	0	19418
		Grade G	0	15120	0	3848	0	0	18968
		Grade H	0	13470	0	3848	0	0	17318
	Grade I	0	13110	0	3848	0	0	16958	
11	Thrissur	Special	9330	0	4654	0	200	14184	0
		Grade A	9120	21330	4654	3094	200	13974	24424
		Grade B	8910	19950	4654	3094	200	13764	23044
		Grade C	8700	18700	4654	3094	200	13554	21794
		Grade D	8490	17560	4654	3094	200	13344	20654
		Grade E	8280	16520	4654	3094	200	13134	19614
		Grade F	0	15570	0	3094	0	0	18664
		Grade G	0	15120	0	3094	0	0	18214
		Grade H	0	13470	0	3094	0	0	16564
	Grade I	0	13110	0	3094	0	0	16204	
12	Palakkad	Special	9330	0	4888	0	200	14418	0
		Grade A	9120	21330	4888	3328	200	14208	24658
		Grade B	8910	19950	4888	3328	200	13998	23278
		Grade C	8700	18700	4888	3328	200	13788	22028
		Grade D	8490	17560	4888	3328	200	13578	20888
		Grade E	8280	16520	4888	3328	200	13368	19848
		Grade F	0	15570	0	3328	0	0	18898
		Grade G	0	15120	0	3328	0	0	18448
		Grade H	0	13470	0	3328	0	0	16798
	Grade I	0	13110	0	3328	0	0	16438	

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13	Malappuram	Special	9330	0	4992	0	200	14522	0
		Grade A	9120	21330	4992	3432	200	14312	24762
		Grade B	8910	19950	4992	3432	200	14102	23382
		Grade C	8700	18700	4992	3432	200	13892	22132
		Grade D	8490	17560	4992	3432	200	13682	20992
		Grade E	8280	16520	4992	3432	200	13472	19952
		Grade F	0	15570	0	3432	0	0	19002
		Grade G	0	15120	0	3432	0	0	18552
		Grade H	0	13470	0	3432	0	0	16902
	Grade I	0	13110	0	3432	0	0	16542	
14	Kozhikode	Special	9330	0	5512	0	200	15042	0
		Grade A	9120	21330	5512	3952	200	14832	25282
		Grade B	8910	19950	5512	3952	200	14622	23902
		Grade C	8700	18700	5512	3952	200	14412	22652
		Grade D	8490	17560	5512	3952	200	14202	21512
		Grade E	8280	16520	5512	3952	200	13992	20472
		Grade F	0	15570	0	3952	0	0	19522
		Grade G	0	15120	0	3952	0	0	19072
		Grade H	0	13470	0	3952	0	0	17422
	Grade I	0	13110	0	3952	0	0	17062	
15	Wayanad/Meppadi	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	

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16	Kannur	Special	9330	0	5512	0	200	15042	0
		Grade A	9120	21330	5512	3952	200	14832	25282
		Grade B	8910	19950	5512	3952	200	14622	23902
		Grade C	8700	18700	5512	3952	200	14412	22652
		Grade D	8490	17560	5512	3952	200	14202	21512
		Grade E	8280	16520	5512	3952	200	13992	20472
		Grade F	0	15570	0	3952	0	0	19522
		Grade G	0	15120	0	3952	0	0	19072
		Grade H	0	13470	0	3952	0	0	17422
	Grade I	0	13110	0	3952	0	0	17062	
17	Kasargod	Special	9330	0	6188	0	200	15718	0
		Grade A	9120	21330	6188	4628	200	15508	25958
		Grade B	8910	19950	6188	4628	200	15298	24578
		Grade C	8700	18700	6188	4628	200	15088	23328
		Grade D	8490	17560	6188	4628	200	14878	22188
		Grade E	8280	16520	6188	4628	200	14668	21148
		Grade F	0	15570	0	4628	0	0	20198
		Grade G	0	15120	0	4628	0	0	19748
		Grade H	0	13470	0	4628	0	0	18098
	Grade I	0	13110	0	4628	0	0	17738	

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 Jan 2026 \_As per the law, it is not recommended to reduce wages of an employee,however, for new joinees with effect from 01st Jan 2026, above wages may be offered.