

**STATE - WISE AND EMPLOYMENT - WISE MINIMUM WAGES**

**13 KERALA**

**(Rs. Per Day)**

Sl. No.	Scheduled Employment	Category of Workers	Basic Minimum Wages	V.D.A.	Total Wages
1	2	3	4	5	6
1	Agricultural Operation	for Light Work	150.00	No	150.00
		for Hard Work	200.00	Provision	200.00
2	Ayurvedic and Allopathic Medicines	Unskilled	96.23	68.06	164.29
		Semi-skilled	100.54	68.06	168.60
		Skilled	102.69	68.06	170.75
		Highly skilled	107.00	68.06	175.06
3	Arecanut Tree Climbing	Piece rate wages exists (for Plucking Per Bunch of Nuts)	3.00	0.00	3.00
		Piece rate wages exists (for Spraying Per Tree)	1.75	0.00	1.75
4	Beedi and Cigar Industry	Grade (3)	80.96	57.08	138.04
		Grade (2)	85.19	57.08	142.27
		Grade (2)(A)	87.30	57.08	144.38
		Grade (1)	93.65	57.08	150.73
5	Block Rubber Factories	Unskilled	135.00	68.06	203.06
		Semi-skilled	150.00	68.06	218.06
		Skilled	159.00	68.06	227.06
6	Brick Manufacturies	Unskilled	85.20	157.70	242.90
		Semi-skilled	87.60	157.70	245.30
		Skilled	90.00	157.70	247.70
7	Cashew Industry	Lowest Rate	98.10	26.55	124.65
		Highest Rate	115.10	26.55	141.65
8	Cashew Plantation	Clear felling, digging, spraying, manuring etc.	150.00	0.00	150.00
		Collectors of rawnut			
		(a) Collecting nut from trees (Per Kg)	5.60	0.00	5.60
		(b) Collecting nuts from the ground (Per Kg)	2.80	0.00	2.80
9	Coconut Tree Climbing	Piece rate wages exists (Per Tree)	4.00	0.00	4.00
10	Construction, maintenance of roads, building operations	Unskilled	258.00	28.05	286.05
		Semi-skilled	282.00	28.05	310.05
		Skilled	315.00	28.05	343.05
		Highly skilled	340.00	28.05	368.05
11	Coir Manufacturing	Piece rate wages exists			

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1	2	3	4	5	6
12	Cinema Theatres	Unskilled	97.10	66.79	163.89
		Semi-skilled	101.10	66.79	167.89
		Skilled	106.10	66.79	172.89
		Highly skilled	111.10	66.79	177.89
13	Dairy Farming	Unskilled	184.69	51.66	236.35
		Semi-skilled	189.42	51.66	241.08
		Skilled	194.76	51.66	246.42
		Highly skilled	214.00	51.66	265.66
		Milking (twice daily)	210.00	51.66	261.66
		Milking (twice daily) along with other works	250.00	51.66	301.66
14	Domestic Worker	Lowest Rate	130.00	6.50	136.50
		Highest Rate	150.00	7.50	157.50
15	Drying of Coconuts for making Copra		142.00	56.68	198.68
16	Employment in Medical Shop	Skilled	86.54	110.90	197.44
17	Fish Peeling and Fish Canning, Freezing and Exporting of Sea Foods.	Lowest Rate	132.00	43.46	175.46
		Highest Rate	230.00	43.46	273.46
18	Forests	Unskilled	146.00	72.48	218.48
		Semi-skilled	151.00	72.48	223.48
		Skilled	167.00	72.48	239.48
		Highly skilled	181.00	72.48	253.48
19	Gold and Silver Ornaments	Unskilled	175.00	51.66	226.66
		Semi-skilled	225.00	51.66	276.66
		Skilled	250.00	51.66	301.66
20	Handloom Industry	Unskilled	118.00	51.66	169.66
		Semi-skilled	124.00	51.66	175.66
		Skilled	131.00	51.66	182.66
		Highly skilled	137.00	51.66	188.66
21	Handling and Care of Elephants	Lowest Rate	146.00	47.56	193.56
		Highest Rate	154.00	47.56	201.56
22	Hill Product Industry	Lowest Rate	128.00	68.06	196.06
		Highest Rate	130.00	68.06	198.06
23	Hostels	Unskilled	116.00	68.06	184.06
		Semi-skilled	122.50	68.06	190.56
		Skilled	124.88	68.06	192.94
		Highly skilled	127.34	68.06	195.40
24	Hosiery Manufacturing	Unskilled	65.00	94.28	159.28
		Semi-skilled	68.00	94.28	162.28
		Skilled	106.62	94.28	200.90
		Highly skilled	164.30	94.28	258.58
25	Ice Factory	Unskilled	72.96	81.26	154.22
		Highly skilled	75.31	81.26	156.57

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1	2	3	4	5	6
26	Khadi Industry categorised according to turn over	Grade VII	115.00	51.66	166.66
		Grade VI	134.00	51.66	185.66
		Grade V	144.00	51.66	195.66
		Grade IV	153.00	51.66	204.66
		Grade III	163.00	51.66	214.66
		Grade II	173.00	51.66	224.66
		Grade I	192.00	51.66	243.66
27	Light Motor Vehicles	Lowest Rate	148.00	68.06	216.06
		Highest Rate	174.00	68.06	242.06
28	Liquor Trading & Vending	Unskilled	90.69	99.96	190.65
		Semi-skilled	94.85	99.96	194.81
		Skilled	99.00	99.96	198.96
		Highly skilled	103.15	99.96	203.11
29	L.P.Gas (Cooking Gas) Agencies	Lowest Rate	119.23	70.55	189.78
		Highest Rate	132.21	70.55	202.76
30	Match Industry	Lowest Rate	59.30	71.47	130.77
		Highest Rate	66.70	71.47	138.17
31	Minor Ports	Lowest Rate	75.00	209.03	284.03
		Highest Rate	139.00	209.03	348.03
32	Minor Engineering	Unskilled	138.00	68.06	206.06
		Semi-skilledGr.2	150.00	68.06	218.06
		Semi-skilledGr.1	145.00	68.06	213.06
		Skilled Gr.3	164.00	68.06	232.06
		Skilled Gr.2	158.00	68.06	226.06
		Skilled Gr.1	154.00	68.06	222.06
		Highly skilled	166.00	68.06	234.06
		Supervisory	192.00	68.06	260.06
33	Nurseries	Unskilled	110.00	0.00	110.00
		Skilled*	110.00	0.00	110.00
34	Oil Mill	Unskilled	123.00	68.06	191.06
		Semi-skilled	126.80	68.06	194.86
		Skilled	127.85	68.06	195.91
35	Oil Palm Plantation	General Category	108.00	63.96	171.96
		Factory	112.00	63.96	175.96
		Skilled	137.00	63.96	200.96
36	Plantation i.e. any estate Which is maintained for the purpose of growing Rubber, Coffee & Tea.	<b>Rubber Plantation</b>			
		Field Workers	87.01	91.51	178.52
		Factory Workers	90.33	91.51	181.84
		Creche Attendants	98.19	105.58	203.77
		Special Category	100.69	105.58	206.27
		Supervisors	102.19	105.58	207.77
		<b>Coffee Plantation</b>			
		Field Workers	49.02	91.51	140.53
		Factory Workers	51.42	91.51	142.93
		Creche Attendants	55.92	105.58	161.50
		Special Category	57.46	105.58	163.04
		Supervisors	58.38	105.58	163.96
		<b>Tea Plantation</b>			
		Field Workers	49.02	91.51	140.53
		Factory Workers	51.42	91.51	142.93
		Special Category	57.46	105.58	163.04
		Supervisors	58.38	105.58	163.96

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1	2	3	4	5	6
37	Power loom Industry excluding the workers employed in power loom section of Cotton Textile Mills in the State	Unskilled	71.80	80.11	151.91
		Semi-skilled	73.38	80.11	153.49
		Skilled	78.16	80.11	158.27
		Highly skilled	78.16	80.11	158.27
38	Printing Press	Unskilled	137.55	54.32	191.87
		Skilled C	151.30	54.32	205.62
		Skilled B	166.40	54.32	220.72
		Skilled A	183.10	54.32	237.42
39	Private Hospitals Dispensaries Pharmacies Clinical Laboratories, Scanning Center, X - Ray Unit and other allied Institution	Grade F	167.00	54.32	221.32
		Grade E	170.00	54.32	224.32
		Grade D	177.00	54.32	231.32
		Grade C	183.00	54.32	237.32
		Grade B2	188.00	54.32	242.32
		Grade B1	196.00	54.32	250.32
		Grade A	204.00	54.32	258.32
	Para Medical Wing	Grade G	168.00	54.32	222.32
		Grade F	178.00	54.32	232.32
		Grade E	183.00	54.32	237.32
		Grade D	193.00	54.32	247.32
		Grade C	196.00	54.32	250.32
		Grade B	204.00	54.32	258.32
		Grade A	215.00	54.32	269.32
40	Rice Mill, Flour Mill & Dhal Mill	Unskilled	167.00	45.05	212.05
		Semi-skilled	174.00	45.05	219.05
		Skilled	181.00	45.05	226.05
41	River Sand Collection and its loading and unloading	Loading & Unloading	250.00	72.10	322.10
		North Zone	250.00	72.10	322.10
		South Zone	300.00	72.10	372.10
42	Rubber Crepe Mills	Unskilled	130.00	68.06	198.06
		Semi-skilled	134.00	68.06	202.06
		Skilled	139.00	68.06	207.06
43	Rubber Products Industry	Unskilled	85.00	88.11	173.11
		Semi-skilled	92.50	88.11	180.61
		Skilled	95.00	88.11	183.11
		Highly skilled	96.25	88.11	184.36
44	Security	Security Guard (unarmed)	164.00	50.75	214.75
		Security Guard (Armed)	203.00	50.75	253.75
		Head Guard	221.00	50.75	271.75
		Supervisor	230.00	50.75	280.75
45	Shops & Establishments (including Hotels and Restaurants)	Grade E	143.00	43.99	186.99
		Grade D	146.00	43.99	189.99
		Grade C	149.00	43.99	192.99
		Grade B	152.00	43.99	195.99
		Grade A	158.00	43.99	201.99
		Special Grade	162.00	43.99	205.99

Sl. No.	Scheduled Employment	Category of Workers	Basic Minimum Wages	V.D.A.	Total Wages
1	2	3	4	5	6
46	Stone Breaking and Stone Crushing	Unskilled	112.46	67.39	179.85
		Semi-skilled	142.62	67.39	210.01
		Skilled	164.18	67.39	231.57
47	Sweeping and Cleaning	Others	135.00	43.46	178.46
		Municipality	150.00	43.46	193.46
		Corporation	150.00	43.46	193.46
		Supervisor	166.00	43.46	209.46
48	Tile Industry	Unskilled	120.20	68.06	188.26
		Semi-skilled	120.70	68.06	188.76
		Skilled	121.80	68.06	189.86
		Highly skilled	122.30	68.06	190.36
49	Timber Industry and Plywood Industry	Unskilled	111.00	68.06	179.06
		Semi-skilled	113.00	68.06	181.06
		Skilled	115.00	68.06	183.06
		Highly skilled	122.00	68.06	190.06
50	Toddy Tapping (Piece rate wage)	Guarenteed Minimum Wage Rs. 120/-			
	Toddy Tapping (Office Administration)	Grade IV	107.00	92.91	199.91
		Grade III	112.00	92.91	204.91
		Grade I	117.00	92.91	209.91
		Grade I	121.00	92.91	213.91
51	Sales Promition of Pharmaceuticals	Sales Promotion Employees	273	29.52	283.82
52	Manufacture and sale of Umbrellas	Guarenteed Minimum Wage Rs. 125/-			
		Grade VII	155.00	43.42	198.42
		Grade VI	165.00	43.42	208.42
		Grade V	173.00	43.42	216.42
		Grade IV	177.00	43.42	220.42
		Grade III	185.00	43.42	228.42
		Grade II	205.00	43.42	248.42
Grade I	231.00	43.42	274.42		

Note: Total number of Scheduled Employments is 86. But Wages not fixed in 34 employments

\* A daily allowance of Rs.50/- shall be paid to the workers, in addition to the above Minimum Wages on the days doing such work.