



THE - Impact Rankings 2026

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**DECENT WORK AND
ECONOMIC GROWTH**



Promote sustained, inclusive and sustainable economic growth,
full and productive employment and decent work for all.

8.2.1 Employment Practice – Living Wage

Kalasalingam Academy of Research and Education (KARE) is committed to ensuring fair, ethical, and socially responsible employment practices. As part of this commitment, the institution guarantees that all categories of employees—including faculty members, administrative staff, technical staff, and support personnel—receive a wage that meets or exceeds the officially recognized living wage.

KARE adheres to the Government of India and Tamil Nadu state norms for minimum living wages, which take into account the essential cost of living, including housing, food, transportation, education, and healthcare needs. Employee remuneration is periodically reviewed to ensure alignment with updated government notifications and inflationary trends.

In situations where an official living wage benchmark is not explicitly defined by the government, KARE adopts a transparent and socially responsible approach by referencing the local financial poverty threshold for a family of four. This threshold is then proportionately converted into an equivalent monthly and hourly wage, ensuring that no employee is compensated below a dignified standard of living.

Through these measures, KARE ensures that:

- All staff receive fair and equitable wages
- No employee is paid below state or national living wage standards
- Compensation remains responsive to socioeconomic conditions
- The institution maintains ethical employment practices in accordance with SDG 8: Decent Work and Economic Growth

By proactively upholding living wage policies, KARE demonstrates its commitment to social justice, economic equity, and the overall well-being of its workforce.



KALASALINGAM

ACADEMY OF RESEARCH AND EDUCATION

(DEEMED TO BE UNIVERSITY)

Under sec. 3 of UGC Act 1956. Accredited by NAAC with "A++" Grade



Policy available in University Website: <https://www.kalasalingam.ac.in/wp-content/uploads/2025/11/SDG-Workforce-Employment-Practices-Welfare-Policy.pdf>

Minimum Wage fixed by Government of India

File No.1/16(1)/2022-LS-II
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated: 18/9/2022

ORDER

In exercise of the powers conferred by Central Government vide Notification No. S.O. 186(E) dated 19th January, 2017 of the Ministry of Labour and Employment the undersigned hereby revise the rates of Variable Dearness Allowance for the employees employed in **Agriculture** w.e.f. 01.10.2022 on the basis of the average Consumer Price Index for Industrial workers reaching 365.76 from 357.65 as on 30.06.2022 (Base 2016-100) and thereby resulting in an increase of 8.11 points. The revised Variable Dearness Allowance as under shall be payable from 01.10.2022:-

Category of worker	Rates of V.D.A. Area wise per day (in Rupees)		
	'A'	'B'	'C'
Unskilled	121	111	109
Semi-Skilled/Unskilled Supervisory	131	121	112
Skilled/Clerical	144	131	121
Highly Skilled	158	147	131

Therefore, the minimum rates of wages including the basic rates and Variable Dearness Allowance payable w.e.f. 01.10.2022 to the employees working in Agriculture shall be as under:-

Category of worker	Rates of wages including V.D.A. Area wise per day (in Rupees)		
	A	B	C
Unskilled	333+121=454	303+111=414	300+109=409
Semi- Skilled/Unskilled Supervisory	364+131=495	335+121=456	307+112=419
Skilled/Clerical	395+144=539	364+131=495	334+121=455
Highly Skilled	438+158=596	407+147=554	364+131=495

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board.

The classification of workers under different categories will be same as in Part-I of the notification, whereas classification of cities will be same as in the Part-II of the notification dated 19th January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

Remis Tiru
(Remis Tiru)

Chief Labour Commissioner(C)