



The Rates of Basic Pay & Special Allowances for the period (01.01.2021 to 30.06.2021)

REVISED MINIMUM WAGES - MAHARASHTRA

Sr	NATURE OF INDUSTRIES	MODE	Special Allowance (A)	Zone 1								Zone 2								Zone 3							
				B A S I C (B)				Total Minimum Wages =(A+B)				Basic (C)				Total Minimum Wages =(C+A)				Basic (D)				Total Minimum Wages =(D+A)			
				Un - Skilled	Semi - Skilled	Skilled	Highly Skilled	Un - Skilled	Semi - Skilled	Skilled	Highly Skilled	Un - Skilled	Semi - Skilled	Skilled	Highly Skilled	Un - Skilled	Semi - Skilled	Skilled	Highly Skilled	Un - Skilled	Semi - Skilled	Skilled	Highly Skilled	Un - Skilled	Semi - Skilled	Skilled	Highly Skilled
1	ADVOCATES & ATTORNEYS	P.M.	5124	6700	7200	7900	0	11824	12324	13024	0	6300	6800	7500	0	11424	11924	12624	0	0	0	0	0	0	0	0	0
2	AUTOMOBILE REPAIRING	P.M.	5970	4800	5100	5500	0	10770	11070	11470	0	4500	4800	5200	0	10470	10770	11170	0	4200	4500	4900	0	10170	10470	10870	0
3	BAKERIES W.E.F (9-01-2017)	P.M.	3016	8250	9200	10100	0	11266	12216	13116	0	7900	8800	9750	0	10916	11816	12766	0	7500	8450	9350	0	10516	11466	12366	0
4	COTTON GINNING & PRESSING	P.M.	5597	4200	4700	5200	0	9797	10297	10797	0	4000	4500	5000	0	9597	10097	10597	0	3800	4300	4800	0	9397	9897	10397	0
5	CLOTH DYEING & PRINTING	P.M.	5885	4100	4400	4900	0	9985	10285	10785	0	3800	4100	4600	0	9685	9985	10485	0	0	0	0	0	0	0	0	0
6	CASHEW PROCESSING (w.e.f 15-10-15)	P.M.	3144	2600	2800	3000	0	5744	5944	6144	0	Whole Maharashtra															
7	CARDBOARD - STRAWBOARD	P.M.	5178	4150	4400	4650	0	9328	9578	9828	0	3900	4150	4400	0	9078	9328	9578	0	3650	3900	4150	0	8828	9078	9328	0
8	CHEMICAL FERTILISER	P.M.	5753	4600	5100	5600	0	10353	10853	11353	0	4400	4900	5400	0	10153	10653	11153	0	4200	4700	5200	0	9953	10453	10953	0
9	CANTEENS & CLUBS	P.M.	4900	6500	7000	7700	0	11400	11900	12600	0	6200	6700	7400	0	11100	11600	12300	0	6000	6500	7200	0	10900	11400	12100	0
10	CEMENT & CEMENT BASE	P.M.	5244	1204	1282	1360	1620	6448	6526	6604	0	3210	3310	3410	0	8454	8554	8654	0	2910	3010	3110	0	8154	8254	8354	0
11	CONSTRUCTION OF ROAD	P.M.	6213	8900	9400	10100	0	15113	15613	16313	0	8500	9000	9700	0	14713	15213	15913	0	8100	8600	9300	0	14313	14813	15513	0
12	CINEMA EXHIBITION	P.M.	5352	4500	5000	5500	0	9852	10352	10852	0	4000	4500	5000	0	9352	9852	10352	0	3500	4000	4500	0	8852	9352	9852	0
13	CYCLE MECHANIC WORKSHOP	P.M.	5492	4500	5000	5500	0	9992	10492	10992	0	4000	4500	5000	0	9492	9992	10492	0	0	0	0	0	0	0	0	0
14	DISPENSARY	P.M.	5075	8500	8800	9000	0	13575	13875	14075	0	8000	8300	8700	0	13075	13375	13775	0	7500	7800	8000	0	12575	12875	13075	0
15	DRUG & PHARMACEUTICALS	P.M.	4900	6500	7000	7700	0	11400	11900	12600	0	6200	6700	7400	0	11100	11600	12300	0	6000	6500	7200	0	10900	11400	12100	0
16	DAIRY (DUGDHALAYA)	P.M.	5863	4500	5000	5500	0	10363	10863	11363	0	4250	4750	5250	0	10113	10613	11113	0	4000	4500	5000	0	9863	10363	10863	0
17	EXERCISE BOOK (w.e.f. 30-06-2015)	P.M.	3850	5600	5800	6000	0	9450	9650	9850	0	5200	5400	5600	0	9050	9250	9450	0	4800	5000	5200	0	8650	8850	9050	0
18	EATABLE TOBACCO	P.D.	5045	3000	3200	3700	0	8045	8245	8745	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
19	ENGINEERING	P.M.	4900	6600	7100	7800	0	11500	12000	12700	0	6400	6900	7600	0	11300	11800	12500	0	0	0	0	0	0	0	0	0
20	FACTORIES RESIDUAL (Factories not covered under Schedule)	P.M.	675	10350	11445	12605	0	11025	12120	13280	0	9705	10800	11770	0	10380	11475	12445	0	9000	10160	11255	0	9675	10835	11930	0
21	FOUNTAIN PEN	P.M.	6371	4800	5050	5300	0	11171	11421	11671	0	4600	4850	5100	0	10971	11221	11471	0	0	0	0	0	0	0	0	0
22	FILM PRODUCTION (Cine Studio Lab)	P.M.	6276	4700	5200	5700	0	10976	11476	11976	0	4500	5000	5500	0	10776	11276	11776	0	0	0	0	0	0	0	0	0
23	GLASS BULB	P.M.	4900	6600	7100	7800	0	11500	12000	12700	0	6400	6900	7600	0	11300	11800	12500	0	6000	6500	7200	0	10900	11400	12100	
24	GLASS INDUSTRY	P.M.	4900	6500	7000	7700	0	11400	11900	12600	0	6200	6700	7400	0	11100	11600	12300	0	6000	6500	7200	0	10900	11400	12100	
25	HOTELS & RESTAURANTS	P.M.	4900	6500	7000	7700	0	11400	11900	12600	0	6200	6700	7400	0	11100	11600	12300	0	6000	6500	7200	0	10900	11400	12100	
26	HAIR CUTTING SALOON	P.M.	4900	6500	7000	7700	0	11400	11900	12600	0	6200	6700	7400	0	11100	11600	12300	0	5700	6200	6900	0	10600	11100	11800	



The Rates of Basic Pay & Special Allowances for the period (01.01.2021 to 30.06.2021)

REVISED MINIMUM WAGES - MAHARASHTRA

				Zone 1								Zone 2								Zone 3							
			Special Allowance (A)	B A S I C (B)				Total Minimum Wages =(A+B)				Basic (C)				Total Minimum Wages =(C+A)				Basic (D)				Total Minimum Wages =(D+A)			
Sr .	NATURE OF INDUSTRIES	MODE		Un - Skilled	Semi - Skilled	Skilled	Highly Skilled	Un - Skilled	Semi - Skilled	Skilled	Highly Skilled	Un - Skilled	Semi - Skilled	Skilled	Highly Skilled	Un - Skilled	Semi - Skilled	Skilled	Highly Skilled	Un - Skilled	Semi - Skilled	Skilled	Highly Skilled	Un - Skilled	Semi - Skilled	Skilled	Highly Skilled
27	HOSPITAL	P.M.	5710	5300	5700	6200	0	11010	11410	11910	0	5100	5500	6000	0	10810	11210	11710	0	4900	5300	5800	0	10610	11010	11510	
28	ICE & COLD DRINKS	P.M.	5071	5000	5500	6000	0	10071	10571	11071	0	4700	5200	5700	0	9771	10271	10771	0	0	0	0	0	0	0	0	
29	LAUNDRY	P.M.	4900	6500	7000	7700	0	11400	11900	12600	0	6200	6700	7400	0	11100	11600	12300	0	6000	6500	7200	0	10900	11400	12100	
30	OPTICAL FRAMES	P.M.	5648	4600	5100	5600	0	10248	10748	11248	0	4400	4900	5400	0	10048	10548	11048	0	4200	4700	5200	0	9848	10348	10848	
31	OIL MILL	P.M.	3248	4300	4800	5300	0	7548	8048	8548	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31	PAPER & PAPER BOARD	P.M.	5612	5100	5600	6100	0	10712	11212	11712	0	4900	5400	5900	0	10512	11012	11512	0	4700	5200	5700	0	10312	10812	11312	
32	PLASTIC	P.M.	5492	4300	4800	5300	0	9792	10292	10792	0	4150	4650	5150	0	9642	10142	10642	0	4000	4500	5000	0	9492	9992	10492	
33	PAINT & VARNISHES	P.M.	4900	3740	3840	3940	0	8640	8740	8840	0	6600	7100	7800	0	11500	12000	12700	0	6200	6700	7400	0	11100	11600	12300	
34	POHA / KURMURA	P.M.	5885	3800	4250	4400	0	9685	10135	10285	0	3600	4050	4200	0	9485	9935	10085	0	0	0	0	0	0	0	0	
35	POWERLOOM (ABOVE 184)	P.M.	4089	230	240	270	0	4319	4329	4359	0	8500	9000	9500	0	12589	13089	13589	0	7500	8000	8500	0	11589	12089	12589	
36	PRINTING PRESS	P.M.	5244	4400	4500	4600	0	9644	9744	9844	0	4100	4200	4300	0	9344	9444	9544	0	3500	3600	3700	0	8744	8844	8944	
37	PUBLIC MOTOR TRANSPORT	P.M.	5885	4200	4600	5300	0	10085	10485	11185	0	5100	5300	5500	0	10985	11185	11385	0	0	0	0	0	0	0	0	0
38	READYMADE - GARMENTS (w.e.f 24-02-2015)	P.M.	5075	7400	7900	8600	0	12475	12975	13675	0	7200	7700	8400	0	12275	12775	13475	0	6600	7100	7800	0	11675	12175	12875	
39	RUBBER	P.M.	4900	6500	7000	7700	0	11400	11900	12600	0	6200	6700	7400	0	11100	11600	12300	0	6000	6500	7200	0	10900	11400	12100	
40	RICE FLOUR & DAL MILL	P.M.	5885	4200	4600	5300	0	10085	10485	11185	0	3600	3900	4400		9485	9785	10285	0	0	0	0	0	0	0	0	
41	RUBBER BALLOON	P.M.	5885	3800	4100	4300	0	9685	9985	10185	0	3700	3900	4200		9585	9785	10085	0	0	0	0	0	0	0	0	
42	STEEL FURNITURE (w.e.f.24-02-2015)	P.M.	4900	6800	7100	7800	0	11700	12000	12700	0	6400	6900	7600		11300	11800	12500	0	6000	6500	7200		10900	11400	12100	
43	SEEPZ	P.M.	4997	5300	5800	6300	0	10297	10797	11297	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
44	STONE BREAKING & CRUSHING	P.M.	2704	8000	8500	9500	0	10704	11204	12204	0	7600	8100	9100		10304	10804	11804	0	0	0	0	0	0	0	0	
45	SOAPS & COSMETICS	P.M.	4900	6500	7000	7700	0	11400	11900	12600	0	6200	6700	7400		11100	11600	12300	0	5900	6400	7100		10800	11300	12000	
46	SHOP & ESTABLISHMENT	P.M.	1092	10021	10856	11632	0	11113	11948	12724	0	9425	10260	11036		10517	11352	12128	0	8828	9664	10440		9920	10756	11532	
47	SWEEPER & SCAVENGERS	P.M.	3536	10000	0	0	0	13536	3536	3536	0	9750	0	0		13286	0	0	0	9450	0	0		12986	0	0	
48	SAW MILL	P.M.	2652	7800	8650	9450	0	10452	11302	12102	0	7500	8300	9100		10152	10952	11752	0	7150	7950	8750		9802	10602	11402	
49	TANNERIES & LEATHER MANUFACTORY w.e.f 16-03-2015	P.M.	3537	8000	8600	9000	0	11537	12137	12537	0	7500	8000	8500		11037	11537	12037	0	7000	7500	8000		10537	11037	11537	
50	UTENSILS (w.e.f. 24-02-2015)	P.M.	5600	8000	8500	9200	0	13600	14100	14800	0	7800	8300	9000		13400	13900	14600	0	7300	7800	8500		12900	13400	14100	
51	WOODEN PHOTO FRAMES	P.M.	4900	6500	7000	7700	0	11400	11900	12600	0	6200	6700	7400		11100	11600	12300	0	6000	6500	7200		10900	11400	12100	



The Rates of Basic Pay & Special Allowances for the period (01.01.2021 to 30.06.2021)

REVISED MINIMUM WAGES - MAHARASHTRA

				Zone 1								Zone 2								Zone 3							
			Special Allowance (A)	BASIC (B)				Total Minimum Wages =(A+B)				Basic (C)				Total Minimum Wages =(C+A)				Basic (D)				Total Minimum Wages =(D+A)			
Sr .	NATURE OF INDUSTRIES	MODE		Un - Skilled	Semi - Skilled	Skilled	Highly Skilled	Un - Skilled	Semi - Skilled	Skilled	Highly Skilled	Un - Skilled	Semi - Skilled	Skilled	Highly Skilled	Un - Skilled	Semi - Skilled	Skilled	Highly Skilled	Un - Skilled	Semi - Skilled	Skilled	Highly Skilled	Un - Skilled	Semi - Skilled	Skilled	Highly Skilled
52	WOODEN FURNITURE	P.M.	4900	6500	7000	7700	0	11400	11900	12600	0	6200	6700	7400		11100	11600	12300	0	6000	6500	7200		10900	11400	12100	
53	WATCH STRAPS MFG	P.M.	5885	4800	5100	5500	0	10685	10985	11385	0	4500	4800	5200		10385	10685	11085	0	4200	4500	4900		10085	10385	10785	
54	HANDLOOM	P.M.	3013	6000	6500	7000	0	9013	9513	10013	0	7000	7500	8000		10013	10513	11013	0	7500	8000	8500		10513	11013	11513	
55	SOIL POT MAKER	P.M.	3013	3500	3700	3900	0	6513	6713	6913	0	3350	3550	3750		6363	6563	6763	0	3200	3400	3600		6213	6413	6613	
56	FOREST OR FORESTRY	P.M.	5368	5200	5600	6000	0	10568	10968	11368	0	4700	5100	5500		10068	10468	10868	0	0	0	0	0	0	0	0	0
57	SILVER INDUSTRIES	P.M.	5753	4500	5000	5500	0	10253	10753	11253	0	4300	4800	5200		10053	10553	10953	0	0	0	0	0	0	0	0	0
59	GRAM PANCHAYAT	P.M.	5705	2070	2170	2270	0	7775	7875	7975	0	1870	1970	2070		7575	7675	7775	0	1670	1770	1870		7375	7475	7575	
60	COLOUR & CHEMICAL INDS (DYES & CHEMICALS) w.e.f. 16-03-2015	P.M.	3565	7200	7700	8500	0	10765	11265	12065	0	6500	7000	7500	0	10065	10565	11065	0	5500	6000	6500		9065	9565	10065	
61	VITA & KHIL	P.M.	3406	3300	3500	3700	0	6706	6906	7106	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
62	SALT INDUSTRIES	P.M.	5492	4000	4300	4600	5000	9492	9792	10092	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

Zone I shall comprise of the areas falling within the limits of all Municipal Corporations, Cantonment areas and Industrial areas within 20 Kilometers radius from all Municipal Corporations limit;

Zone II shall comprise of the areas falling within the limits of all "A" and "B" grade Municipal Councils;

Zone III shall comprise of all other areas in the State, which are not included in Zone I and II.

5 % HRA to be included seperately if employee count is More then 50 as per Maharashtra Minimum HRA Act