



KARTIK & ASSOCIATE

LABOUR LAWS CONSULTANT

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KARTIK K DAND

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Minimum Wages in Maharashtra 01.07.2021 to 31.12.2021

Sr. No.	Schedule of Employment	Categories of workers	Special Allowance per month	Zone - I			Zone - II			Zone - III		
				Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages
				(In Rupees per Month)								
1	Advocates or Attorneys	Skilled	5488	7900	5488	13388	7500	5488	12988			
		Semi skilled		7200	5488	12688	6800	5488	12288			
		Unskilled		6700	5488	12188	6300	5488	11788			
2	Agriculture Employment	On Machines	2622	6240	2622	8862	5980	2622	8602	5850	2622	8472
		Other		4680	2622	7302	2622	2622	5244	4030	2622	6652
3	Automobile Repairing	Skilled	6300	5500	6300	11800	5200	6300	11500	4900	6300	11200
		Semi skilled		5100	6300	11400	4800	6300	11100	4500	6300	10800
		Unskilled		4800	6300	11100	4500	6300	10800	4200	6300	10500
4	Bakeries	Skilled	3354	10100	3354	13454	9750	3354	13104	9350	3354	12704
		semi skilled		9200	3354	12554	8800	3354	12154	8450	3354	11804
		Unskilled		8250	3354	11604	7900	3354	11254	7500	3354	10854
5	Bricks or Roof Tiles	Skilled	3744	8500	3744	12244	8200	3744	11944			
		Semi skilled		8000	3744	11744	7750	3744	11494			
		Unskilled		7500	3744	11244	7250	3744	10994			
6	Canteen & Clubs	Skilled	5264	7700	5264	12964	7400	5264	12664	7200	5264	12464
		Semi skilled		7000	5264	12264	6700	5264	11964	6500	5264	11764
		Unskilled		6500	5264	11764	6200	5264	11464	6000	5264	11264
7	Card board Boxes	Skilled	5470	4650	5470	10120	4400	5470	9870	4150	5470	9620
		Semi skilled		4400	5470	9870	4150	5470	9620	3900	5470	9370
		Unskilled		4150	5470	9620	3900	5470	9370	3650	5470	9120
8	Cashew Processing	Group I	3456	7500	3456	10956	Whole State of Maharashtra					
		Group II (A)		7000	3456	10456						
		Group III		6500	3456	9956						
9	Cement and Cement Based Industry	Skilled	5486	3710	5486	9196	3410	5486	8896	3110	5486	8596
		Semi skilled		3610	5486	9096	3310	5486	8796	3010	5486	8496
		Unskilled		3510	5486	8996	3210	5486	8696	2910	5486	8396
10	Chemical Fertilizers	Skilled	6078	5600	6078	11678	5400	6078	11478	5200	6078	11278
		Semi skilled		5100	6078	11178	4900	6078	10978	4700	6078	10778
		Unskilled		4600	6078	10678	4400	6078	10478	4200	6078	10278
11	Cinema Exhibition (Multiplex, Zone I and Zone II)			Multiplex			Zone - I			Zone - II		
		Skilled	5624	5500	5624	11124	5000	5624	10624	4500	5624	10124
		Semi skilled		5000	5624	10624	4500	5624	10124	4000	5624	9624
		Unskilled		4500	5624	10124	4000	5624	9624	3500	5624	9124



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				Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages
				(In Rupees per Month)								
12	Cleaning and Sorting of Onions	Mukadam	96	240	96	336	Whole State of Maharashtra (Per Day)					
		Unskilled		210	96	306						
		Part Time		126	96	222						
13	Cloth Dyeing & Printing	Skilled	6195	4900	6195	11095	4600	6195	10795			
		Semi skilled		4400	6195	10595	4100	6195	10295			
		Unskilled		4100	6195	10295	3800	6195	9995			
14	Construction of Roads / Building	Skilled	6674	10100	6674	16774	9700	6674	16374	9300	6674	15974
		Semi skilled		9400	6674	16074	9000	6674	15674	8600	6674	15274
		Unskilled		8900	6674	15574	8500	6674	15174	8100	6674	14774
15	Cotton Ginning & Pressing	Skilled	5906	5200	5906	11106	5000	5906	10906	4800	5906	10706
		Semi skilled		4700	5906	10606	4500	5906	10406	4300	5906	10206
		Unskilled		4200	5906	10106	4000	5906	9906	3800	5906	9706
16	Cycle Mechanic Work Shops	Skilled	5801	5500	5801	11301	5000	5801	10801			
		Semi skilled		5000	5801	10801	4500	5801	10301			
		Unskilled		4500	5801	10301	4000	5801	9801			
17	Dairy Industry	Skilled	6188	5500	6188	11688	5250	6188	11438	5000	6188	11188
		Semi skilled		5000	6188	11188	4750	6188	10938	4500	6188	10688
		Unskilled		4500	6188	10688	4250	6188	10438	4000	6188	10188
18	Dispensary	Skilled	5452	9000	5452	14452	8700	5452	14152	8000	5452	13452
		Semi skilled		8800	5452	14252	8300	5452	13752	7800	5452	13252
		Unskilled		8500	5452	13952	8000	5452	13452	7500	5452	12952
19	Drugs & Pharmaceuticals	Skilled	5264	7700	5264	12964	7400	5264	12664	7200	5264	12464
		Semi skilled		7000	5264	12264	6700	5264	11964	6500	5264	11764
		Unskilled		6500	5264	11764	6200	5264	11464	6000	5264	11264
20	Dyes & Chemicals	Skilled	3864	8200	3864	12064	7500	3864	11364	6500	3864	10364
		Semi skilled		7700	3864	11564	7000	3864	10864	6000	3864	9864
		Unskilled		7200	3864	11064	6500	3864	10364	5500	3864	9364
21	Eatable Tobacco	Skilled	5310	3700	5310	9010	Whole State of Maharashtra					
		Semi skilled		3200	5310	8510						
		Unskilled		3000	5310	8310						
22	Engineering Industry	Skilled	5264	7800	5264	13064	7600	5264	12864	7200	5264	12464
		Semi skilled		7100	5264	12364	6900	5264	12164	6500	5264	11764



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				Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages	
				(In Rupees per Month)									
		Unskilled		6600	5264	11864	6400	5264	11664	6000	5264	11264	
23	Exercise Books	Skilled	4136	6000	4136	10136	5600	4136	9736	5200	4136	9336	
		Semi skilled		5800	4136	9936	5400	4136	9536	5000	4136	9136	
		Unskilled		5600	4136	9736	5200	4136	9336	4800	4136	8936	
24	Factories under Factories Act (Residuary)	Skilled	1000	12605	1000	13605	11770	1000	12770	11255	1000	12255	
		Semi skilled		11445	1000	12445	10800	1000	11800	10160	1000	11160	
		Unskilled		10350	1000	11350	9705	1000	10705	9000	1000	10000	
25	Film Production Studios	Skilled	6630	5700	6630	12330	5500	6630	12130				
		Semi skilled		5200	6630	11830	5000	6630	11630				
		Unskilled		4700	6630	11330	4500	6630	11130				
26	Forest & Forestry			Highly Remote Areas			Other Areas						
		Skilled		5693	6000	5693	11693	5500	5693				11193
		Unskilled-heavy			5600	5693	11293	5100	5693				10793
		Unskilled-light			5200	5693	10893	4700	5693				10393
27	Fountain pen & Ball Pen	Skilled	6710	5300	6710	12010	5100	6710	11810				
		Semi skilled		5050	6710	11760	4850	6710	11560				
		Unskilled		4800	6710	11510	4600	6710	11310				
28	Glass Bulb	Skilled	5264	7800	5264	13064	7600	5264	12864	7200	5264	12464	
		Semi skilled		7100	5264	12364	6900	5264	12164	6500	5264	11764	
		Unskilled		6600	5264	11864	6400	5264	11664	6000	5264	11264	
29	Glass Industry	Skilled	5264	7700	5264	12964	7400	5264	12664	7200	5264	12464	
		Semi skilled		7000	5264	12264	6700	5264	11964	6500	5264	11764	
		Unskilled		6500	5264	11764	6200	5264	11464	6000	5264	11264	
30	Hair cutting saloon	Skilled	5264	7700	5264	12964	7400	5264	12664	6900	5264	12164	
		Semi skilled		7000	5264	12264	6700	5264	11964	6200	5264	11464	
		Unskilled		6500	5264	11764	6200	5264	11464	5700	5264	10964	
31	Handlooms Industry			Upto 50 looms			51 to 100 looms			Above 100 looms			
		Skilled		3312	7000	3312	10312	8000	3312	11312	8500	3312	11812
		Semi skilled			6500	3312	9812	7500	3312	10812	8000	3312	11312
		Unskilled			6000	3312	9312	7000	3312	10312	7500	3312	10812
32	Hospital	Skilled	6055	6200	6055	12255	6000	6055	12055	5800	6055	11855	
		Semi skilled		5700	6055	11755	5500	6055	11555	5300	6055	11355	
		Unskilled		5300	6055	11355	5100	6055	11155	4900	6055	10955	



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				Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages
				(In Rupees per Month)								
33	Hotels & Restaurants	Skilled	5264	7700	5264	12964	7400	5264	12664	7200	5264	12464
		Semi skilled		7000	5264	12264	6700	5264	11964	6500	5264	11764
		Unskilled		6500	5264	11764	6200	5264	11464	6000	5264	11264
34	Ice & Cold Drinks Manufactory	Skilled	5389	6000	5389	11389	5700	5389	11089			
		Semi skilled		5500	5389	10889	5200	5389	10589			
		Unskilled		5000	5389	10389	4700	5389	10089			
35	Laundry	Skilled	5264	7700	5264	12964	7400	5264	12664	7200	5264	12464
		Semi skilled		7000	5264	12264	6700	5264	11964	6500	5264	11764
		Unskilled		6500	5264	11764	6200	5264	11464	6000	5264	11264
36	Liquor Manufactory	Skilled	3680	9910	3680	13590	9190	3680	12870	8470	3680	12150
		Semi skilled		9670	3680	13350	8950	3680	12630	8225	3680	11905
		Unskilled		9430	3680	13110	8710	3680	12390	7990	3680	11670
37	Oil Mill	Skilled	3612	10350	3612	13962	9800	3612	13412			
		Semi skilled		9400	3612	13012	8850	3612	12462			
		Unskilled		8500	3612	12112	7950	3612	11562			
38	Optical Frames	Skilled	5967	5600	5967	11567	5400	5967	11367	5200	5967	11167
		Semi skilled		5100	5967	11067	4900	5967	10867	4700	5967	10667
		Unskilled		4600	5967	10567	4400	5967	10367	4200	5967	10167
39	Paints & Varnishes	Skilled	5264	8200	5264	13464	7800	5264	13064	7400	5264	12664
		Semi skilled		7500	5264	12764	7100	5264	12364	6700	5264	11964
		Unskilled		7000	5264	12264	6600	5264	11864	6200	5264	11464
40	Paper & Paper Board	Skilled	5951	6100	5951	12051	5900	5951	11851	5700	5951	11651
		Semi skilled		5600	5951	11551	5400	5951	11351	5200	5951	11151
		Unskilled		5100	5951	11051	4900	5951	10851	4700	5951	10651
41	Plastic Industry	Skilled	5801	5300	5801	11101	5150	5801	10951	5000	5801	10801
		Semi skilled		4800	5801	10601	4650	5801	10451	4500	5801	10301
		Unskilled		4300	5801	10101	4150	5801	9951	4000	5801	9801
42	Poha (kurmure Churmura) Industry	Skilled	6195	4400	6195	10595	4200	6195	10395			
		Semi skilled		4250	6195	10445	4050	6195	10245			
		Unskilled		3800	6195	9995	3600	6195	9795			
43	Potteries (Matichi Bhandi)	Skilled	3312	8000	3312	11312	7500	3312	10812	7000	3312	10312
		Semi skilled		7500	3312	10812	7000	3312	10312	6500	3312	9812
		Unskilled		7000	3312	10312	6500	3312	9812	6000	3312	9312



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				Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages
				(In Rupees per Month)								
44	Power looms	Skilled A	4466	10100	4466	14566	9500	4466	13966	8500	4466	12966
		Semi skilled		9500	4466	13966	9000	4466	13466	8000	4466	12466
		Unskilled		9000	4466	13466	8500	4466	12966	7500	4466	11966
45	Premises for Buffaloes or Cows	Skilled	3600	9400	3600	13000	8600	3600	12200	7800	3600	11400
		Semi skilled		8700	3600	12300	8000	3600	11600	7200	3600	10800
		Unskilled		8000	3600	11600	7300	3600	10900	6700	3600	10300
46	Printing Press	Skilled	5486	4600	5486	10086	4300	5486	9786	3700	5486	9186
		Semi skilled		4500	5486	9986	4200	5486	9686	3600	5486	9086
		Unskilled		4400	5486	9886	4100	5486	9586	3500	5486	8986
47	Public Motor Transport	Skilled A	6195	5700	6195	11895	5500	6195	11695			
		Skilled B		5500	6195	11695	5300	6195	11495			
		Skilled C		5300	6195	11495	5100	6195	11295			
		Semi skilled		4600	6195	10795	4400	6195	10595			
		Unskilled		4200	6195	10395	4000	6195	10195			
48	Readymade Garments	Skilled	5452	8600	5452	14052	8400	5452	13852	7800	5452	13252
		Semi skilled		7900	5452	13352	7700	5452	13152	7100	5452	12552
		Unskilled		7400	5452	12852	7200	5452	12652	6600	5452	12052
49	Rice Flour & Dal Mill	Skilled	6195	4600	6195	10795	4400	6195	10595			
		Semi skilled		4100	6195	10295	3900	6195	10095			
		Unskilled		3800	6195	9995	3600	6195	9795			
50	Rubber Balloon Manufacturing	Skilled	6195	4300	6195	10495	4200	6195	10395	4100	6195	10295
		Semi skilled		4100	6195	10295	3900	6195	10095	3800	6195	9995
		Unskilled		3800	6195	9995	3700	6195	9895	3600	6195	9795
51	Rubber Industry	Skilled	5264	7700	5264	12964	7400	5264	12664	7200	5264	12464
		Semi skilled		7000	5264	12264	6700	5264	11964	6500	5264	11764
		Unskilled		6500	5264	11764	6200	5264	11464	6000	5264	11264
52	Salt Pan Industry	Highly Skilled	5801	5000	5801	10801	Whole State of Maharashtra					
		Skilled		4600	5801	10401						
		Semi skilled		4300	5801	10101						
		Unskilled		4000	5801	9801						
53	Saw Mills	Skilled	2984	9450	2984	12434	9100	2984	12084	8750	2984	11734
		Semi skilled		8650	2984	11634	8300	2984	11284	7950	2984	10934
		Unskilled		7800	2984	10784	7500	2984	10484	7150	2984	10134

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				Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages
				(In Rupees per Month)								
		Semi skilled										
		Unskilled										
66	Watch Straps	Skilled	6195	5500	6195	11695	5200	6195	11395	4900	6195	11095
		Semi skilled		5100	6195	11295	4800	6195	10995	4500	6195	10695
		Unskilled		4800	6195	10995	4500	6195	10695	4200	6195	10395
67	Wooden Furniture	Skilled	5264	7600	5264	12864	7400	5264	12664	7200	5264	12464
		Semi skilled		6900	5264	12164	6700	5264	11964	6500	5264	11764
		Unskilled		6400	5264	11664	6200	5264	11464	6000	5264	11264
68	Wooden Photo Frames	Skilled	5264	7700	5264	12964	7400	5264	12664	7200	5264	12464
		Semi skilled		7000	5264	12264	6700	5264	11964	6500	5264	11764
		Unskilled		6500	5264	11764	6200	5264	11464	6000	5264	11264

If employee count is more than 50 then 5 % additional HRA to be added to the same on Basic +special allowance

Note:-
 Zone I shall comprise of the areas falling within the limits of all Municipal Corporations, Cantonment areas and Industrial areas within 20 Kilometres 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.