



KARTIK & ASSOCIATE

KARTIK K DAND

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Minimum Wages in Maharashtra

01.07.2023 to 31.12.2023

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	1584	16620	1584	18204	15780	1584	17364			
		Semi skilled		15150	1584	16734	14310	1584	15894			
		Unskilled		14095	1584	15679	13255	1584	14839			
2	Agriculture Employment	On Machines	3382	6240	3382	9622	5980	3382	9362	5850	3382	9232
		Other		4680	3382	8062	2622	3382	6004	4030	3382	7412
3	Automobile Repairing	Skilled	7577	5500	7577	13077	5200	7577	12777	4900	7577	12477
		Semi skilled		5100	7577	12677	4800	7577	12377	4500	7577	12077
		Unskilled		4800	7577	12377	4500	7577	12077	4200	7577	11777
4	Bakeries	Skilled	4602	10100	4602	14702	9750	4602	14352	9350	4602	13952
		semi skilled		9200	4602	13802	8800	4602	13402	8450	4602	13052
		Unskilled		8250	4602	12852	7900	4602	12502	7500	4602	12102
5	Bricks or Roof Tiles	Skilled	4992	8500	4992	13492	8200	4992	13192			
		Semi skilled		8000	4992	12992	7750	4992	12742			
		Unskilled		7500	4992	12492	7250	4992	12242			
6	Canteen & Clubs	Skilled	6608	7700	6608	14308	7400	6608	14008	7200	6608	13808
		Semi skilled		7000	6608	13608	6700	6608	13308	6500	6608	13108
		Unskilled		6500	6608	13108	6200	6608	12808	6000	6608	12608
7	Card board Boxes	Skilled	6598	4650	6598	11248	4400	6598	10998	4150	6598	10748
		Semi skilled		4400	6598	10998	4150	6598	10748	3900	6598	10498
		Unskilled		4150	6598	10748	3900	6598	10498	3650	6598	10248
8	Cashew Processing	Group I	4608	7500	4608	12108	Whole State of Maharashtra					
		Group II (A)		7000	4608	11608						
		Group III		6500	4608	11108						
9	Cement and Cement Based Industry	Skilled	6421	3710	6421	10131	3410	6421	9831	3110	6421	9531
		Semi skilled		3610	6421	10031	3310	6421	9731	3010	6421	9431
		Unskilled		3510	6421	9931	3210	6421	9631	2910	6421	9331
10	Chemical Fertilizers	Skilled	7332	5600	7332	12932	5400	7332	12732	5200	7332	12532
		Semi skilled		5100	7332	12432	4900	7332	12232	4700	7332	12032
		Unskilled		4600	7332	11932	4400	7332	11732	4200	7332	11532
11	Cinema Exhibition (Multiplex, Zone I and Zone II)			Multiplex			Zone - I			Zone - II		
		Skilled	6675	5500	6675	12175	5000	6675	11675	4500	6675	11175
		Semi skilled		5000	6675	11675	4500	6675	11175	4000	6675	10675
		Unskilled		4500	6675	11175	4000	6675	10675	3500	6675	10175
	Cleaning and Sorting of	Mukadam	132	240	132	372	Whole State of Maharashtra (Per Day)					



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				Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages
				(In Rupees per Month)								
12	Onions	Unskilled		210	132	342						
		Part Time		126	132	258						
13	Cloth Dyeing & Printing	Skilled	7392	4900	7392	12292	4600	7392	11992			
		Semi skilled		4400	7392	11792	4100	7392	11492			
		Unskilled		4100	7392	11492	3800	7392	11192			
14	Construction of Roads / Building	Skilled	902	21860	902	22762	20990	902	21892	20125	902	21027
		Semi skilled		20345	902	21247	19457	902	20359	18610	902	19512
		Unskilled		19265	902	20167	18400	902	19302	17530	902	18432
15	Cotton Ginning & Pressing	Skilled	7103	5200	7103	12303	5000	7103	12103	4800	7103	11903
		Semi skilled		4700	7103	11803	4500	7103	11603	4300	7103	11403
		Unskilled		4200	7103	11303	4000	7103	11103	3800	7103	10903
16	Cycle Mechanic Work Shops	Skilled	6998	5500	6998	12498	5000	6998	11998			
		Semi skilled		5000	6998	11998	4500	6998	11498			
		Unskilled		4500	6998	11498	4000	6998	10998			
17	Dairy Industry	Skilled	7442	5500	7442	12942	5250	7442	12692	5000	7442	12442
		Semi skilled		5000	7442	12442	4750	7442	12192	4500	7442	11942
		Unskilled		4500	7442	11942	4250	7442	11692	4000	7442	11442
18	Dispensary	Skilled	6884	9000	6884	15884	8700	6884	15584	8000	6884	14884
		Semi skilled		8800	6884	15684	8300	6884	15184	7800	6884	14684
		Unskilled		8500	6884	15384	8000	6884	14884	7500	6884	14384
19	Drugs & Pharmaceuticals	Skilled	1054	16605	1054	17659	16000	1054	17054	15590	1054	16644
		Semi skilled		15185	1054	16239	14580	1054	15634	14170	1054	15224
		Unskilled		14170	1054	15224	13565	1054	14619	13155	1054	14209
20	Dyes & Chemicals	Skilled	4968	8200	4968	13168	7500	4968	12468	6500	4968	11468
		Semi skilled		7700	4968	12668	7000	4968	11968	6000	4968	10968
		Unskilled		7200	4968	12168	6500	4968	11468	5500	4968	10468
21	Eatable Tobacco	Skilled	6336	3700	6336	10036	Whole State of Maharashtra					
		Semi skilled		3200	6336	9536						
		Unskilled		3000	6336	9336						
22	Engineering Industry	Skilled	1054	16450	1054	17504	16045	1054	17099	15225	1054	16279
		Semi skilled		15025	1054	16079	14620	1054	15674	13805	1054	14859
		Unskilled		14010	1054	15064	13605	1054	14659	12795	1054	13849
23	Exercise Books	Skilled	5192	6000	5192	11192	5600	5192	10792	5200	5192	10392
		Semi skilled		5800	5192	10992	5400	5192	10592	5000	5192	10192



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				Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages
				(In Rupees per Month)								
		Unskilled		5600	5192	10792	5200	5192	10392	4800	5192	9992
24	Factories under Factories Act (Residuary)	Skilled	2200	12605	2200	14805	11770	2200	13970	11255	2200	13455
		Semi skilled		11445	2200	13645	10800	2200	13000	10160	2200	12360
		Unskilled		10350	2200	12550	9705	2200	11905	9000	2200	11200
25	Film Production Studios	Skilled	8021	5700	8021	13721	5500	8021	13521			
		Semi skilled		5200	8021	13221	5000	8021	13021			
		Unskilled		4700	8021	12721	4500	8021	12521			
26	Forest & Forestry			Highly Remote Areas			Other Areas					
		Skilled	6947	6000	6947	12947	5500	6947	12447			
		Unskilled-heavy		5600	6947	12547	5100	6947	12047			
		Unskilled-light		5200	6947	12147	4700	6947	11647			
27	Fountain pen & Ball Pen	Skilled	8021	5300	8021	13321	5100	8021	13121			
		Semi skilled		5050	8021	13071	4850	8021	12871			
		Unskilled		4800	8021	12821	4600	8021	12621			
28	Glass Bulb	Skilled	6608	7800	6608	14408	7600	6608	14208	7200	6608	13808
		Semi skilled		7100	6608	13708	6900	6608	13508	6500	6608	13108
		Unskilled		6600	6608	13208	6400	6608	13008	6000	6608	12608
29	Glass Industry	Skilled	6608	7700	6608	14308	7400	6608	14008	7200	6608	13808
		Semi skilled		7000	6608	13608	6700	6608	13308	6500	6608	13108
		Unskilled		6500	6608	13108	6200	6608	12808	6000	6608	12608
30	Hair cutting saloon	Skilled	6608	7700	6608	14308	7400	6608	14008	6900	6608	13508
		Semi skilled		7000	6608	13608	6700	6608	13308	6200	6608	12808
		Unskilled		6500	6608	13108	6200	6608	12808	5700	6608	12308
31	Handlooms Industry			Upto 50 looms			51 to 100 looms			Above 100 looms		
		Skilled	4416	7000	4416	11416	8000	4416	12416	8500	4416	12916
		Semi skilled		6500	4416	10916	7500	4416	11916	8000	4416	12416
		Unskilled		6000	4416	10416	7000	4416	11416	7500	4416	11916
32	Hospital	Skilled	7389	6200	7389	13589	6000	7389	13389	5800	7389	13189
		Semi skilled		5700	7389	13089	5500	7389	12889	5300	7389	12689
		Unskilled		5300	7389	12689	5100	7389	12489	4900	7389	12289
33	Hotels & Restaurants	Skilled	6608	7700	6608	14308	7400	6608	14008	7200	6608	13808
		Semi skilled		7000	6608	13608	6700	6608	13308	6500	6608	13108
		Unskilled		6500	6608	13108	6200	6608	12808	6000	6608	12608
	Ice & Cold Drinks	Skilled	6620	6000	6620	12620	5700	6620	12320			



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				Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages
				(In Rupees per Month)								
34	Manufactory	Semi skilled		5500	6620	12120	5200	6620	11820			
		Unskilled		5000	6620	11620	4700	6620	11320			
35	Laundry	Skilled	6608	7700	6608	14308	7400	6608	14008	7200	6608	13808
		Semi skilled		7000	6608	13608	6700	6608	13308	6500	6608	13108
		Unskilled		6500	6608	13108	6200	6608	12808	6000	6608	12608
36	Liquor Manufactory	Skilled	5039	9910	5039	14949	9190	5039	14229	8470	5039	13509
		Semi skilled		9670	5039	14709	8950	5039	13989	8225	5039	13264
		Unskilled		9430	5039	14469	8710	5039	13749	7990	5039	13029
37	Oil Mill	Skilled	4956	10350	4956	15306	9800	4956	14756			
		Semi skilled		9400	4956	14356	8850	4956	13806			
		Unskilled		8500	4956	13456	7950	4956	12906			
38	Optical Frames	Skilled	7198	5600	7198	12798	5400	7198	12598	5200	7198	12398
		Semi skilled		5100	7198	12298	4900	7198	12098	4700	7198	11898
		Unskilled		4600	7198	11798	4400	7198	11598	4200	7198	11398
39	Paints & Varnishes	Skilled	4968	8200	4968	13168	7800	4968	12768	7400	4968	12368
		Semi skilled		7500	4968	12468	7100	4968	12068	6700	4968	11668
		Unskilled		7000	4968	11968	6600	4968	11568	6200	4968	11168
40	Paper & Paper Board	Skilled	7262	6100	7262	13362	5900	7262	13162	5700	7262	12962
		Semi skilled		5600	7262	12862	5400	7262	12662	5200	7262	12462
		Unskilled		5100	7262	12362	4900	7262	12162	4700	7262	11962
41	Plastic Industry	Skilled	6998	5300	6998	12298	5150	6998	12148	5000	6998	11998
		Semi skilled		4800	6998	11798	4650	6998	11648	4500	6998	11498
		Unskilled		4300	6998	11298	4150	6998	11148	4000	6998	10998
42	Poha (kurmure Churmura) Industry	Skilled	7392	4400	7392	11792	4200	7392	11592			
		Semi skilled		4250	7392	11642	4050	7392	11442			
		Unskilled		3800	7392	11192	3600	7392	10992			
43	Potteries (Matichi Bhandi)	Skilled	4416	8000	4416	12416	7500	4416	11916	7000	4416	11416
		Semi skilled		7500	4416	11916	7000	4416	11416	6500	4416	10916
		Unskilled		7000	4416	11416	6500	4416	10916	6000	4416	10416
44	Power looms	Skilled A	5858	10100	5858	15958	9500	5858	15358	8500	5858	14358
		Semi skilled		9500	5858	15358	9000	5858	14858	8000	5858	13858
		Unskilled		9000	5858	14858	8500	5858	14358	7500	5858	13358
45	Premises for Buffaloes or Cows	Skilled	4800	9400	4800	14200	8600	4800	13400	7800	4800	12600
		Semi skilled		8700	4800	13500	8000	4800	12800	7200	4800	12000



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				(In Rupees per Month)								
		Unskilled		8000	4800	12800	7300	4800	12100	6700	4800	11500
46	Printing Press	Skilled	6421	4600	6421	11021	4300	6421	10721	3700	6421	10121
		Semi skilled		4500	6421	10921	4200	6421	10621	3600	6421	10021
		Unskilled		4400	6421	10821	4100	6421	10521	3500	6421	9921
47	Public Motor Transport	Skilled A	7392	5700	7392	13092	5500	7392	12892			
		Skilled B		5500	7392	12892	5300	7392	12692			
		Skilled C		5300	7392	12692	5100	7392	12492			
		Semi skilled		4600	7392	11992	4400	7392	11792			
		Unskilled		4200	7392	11592	4000	7392	11392			
48	Readymade Garments	Skilled	6844	8600	6844	15444	8400	6844	15244	7800	6844	14644
		Semi skilled		7900	6844	14744	7700	6844	14544	7100	6844	13944
		Unskilled		7400	6844	14244	7200	6844	14044	6600	6844	13444
49	Rice Flour & Dal Mill	Skilled	7392	4600	7392	11992	4400	7392	11792			
		Semi skilled		4100	7392	11492	3900	7392	11292			
		Unskilled		3800	7392	11192	3600	7392	10992			
50	Rubber Balloon Manufacturing	Skilled	7392	4300	7392	11692	4200	7392	11592	4100	7392	11492
		Semi skilled		4100	7392	11492	3900	7392	11292	3800	7392	11192
		Unskilled		3800	7392	11192	3700	7392	11092	3600	7392	10992
51	Rubber Industry	Skilled	6608	7700	6608	14308	7400	6608	14008	7200	6608	13808
		Semi skilled		7000	6608	13608	6700	6608	13308	6500	6608	13108
		Unskilled		6500	6608	13108	6200	6608	12808	6000	6608	12608
52	Salt Pan Industry	Highly Skilled	6998	5000	6998	11998	Whole State of Maharashtra					
		Skilled		4600	6998	11598						
		Semi skilled		4300	6998	11298						
		Unskilled		4000	6998	10998						
53	Saw Mills	Skilled	4208	9450	4208	13658	9100	4208	13308	8750	4208	12958
		Semi skilled		8650	4208	12858	8300	4208	12508	7950	4208	12158
		Unskilled		7800	4208	12008	7500	4208	11708	7150	4208	11358
54	Seepz	Skilled	6024	6300	6024	12324	Whole State of Maharashtra					
		Semi skilled		5800	6024	11824						
		Unskilled		5300	6024	11324						
55	Shops & Commercial Establishments	Skilled	2678	11632	2678	14310	11036	2678	13714	10440	2678	13118
		Semi skilled		10856	2678	13534	10260	2678	12938	9664	2678	12342
		Unskilled		10021	2678	12699	9425	2678	12103	8828	2678	11506



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				(In Rupees per Month)								
56	Soaps & Cosmetics	Skilled	6608	7700	6608	14308	7400	6608	14008	7100	6608	13708
		Semi skilled		7000	6608	13608	6700	6608	13308	6400	6608	13008
		Unskilled		6500	6608	13108	6200	6608	12808	5900	6608	12508
57	Silver Industry	Skilled	7332	5500	7332	12832	5200	7332	12532			
		Semi skilled		5000	7332	12332	4800	7332	12132			
		Unskilled		4500	7332	11832	4300	7332	11632			
58	Steel Furnitures	Skilled	6608	7800	6608	14408	7600	6608	14208	7200	6608	13808
		Semi skilled		7100	6608	13708	6900	6608	13508	6500	6608	13108
		Unskilled		6800	6608	13408	6400	6608	13008	6000	6608	12608
59	Stone Breakings & crushings	Skilled	4290	9500	4290	13790	9100	4290	13390			
		Semi skilled		8500	4290	12790	8100	4290	12390			
		Unskilled		8000	4290	12290	7600	4290	11890			
60	Sweeper & Scavengers	Full Time	5610	10000	5610	15610	9750	5610	15360	9450	5610	15060
61	Tanneries & Leathers	Skilled	5184	9000	5184	14184	8500	5184	13684	8000	5184	13184
		Semi skilled		8500	5184	13684	8000	5184	13184	7500	5184	12684
		Unskilled		8000	5184	13184	7500	5184	12684	7000	5184	12184
62	Utensils	Skilled	7552	9200	7552	16752	9000	7552	16552	8500	7552	16052
		Semi skilled		8500	7552	16052	8300	7552	15852	7800	7552	15352
		Unskilled		8000	7552	15552	7800	7552	15352	7300	7552	14852
63	Local Authority Industry (Other than Village Panchayat)	Skilled	7840	14000	7840	21840	12000	7840	19840	11000	7840	18840
		Semi skilled		13000	7840	20840	11000	7840	18840	10000	7840	17840
		Unskilled		11500	7840	19340	10000	7840	17840	8500	7840	16340
64	Watch Straps	Skilled	7392	5500	7392	12892	5200	7392	12592	4900	7392	12292
		Semi skilled		5100	7392	12492	4800	7392	12192	4500	7392	11892
		Unskilled		4800	7392	12192	4500	7392	11892	4200	7392	11592
65	Wooden Furniture	Skilled	6608	7600	6608	14208	7400	6608	14008	7200	6608	13808
		Semi skilled		6900	6608	13508	6700	6608	13308	6500	6608	13108
		Unskilled		6400	6608	13008	6200	6608	12808	6000	6608	12608
66	Wooden Photo Frames	Skilled	6608	7700	6608	14308	7400	6608	14008	7200	6608	13808
		Semi skilled		7000	6608	13608	6700	6608	13308	6500	6608	13108
		Unskilled		6500	6608	13108	6200	6608	12808	6000	6608	12608



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				(In Rupees per Month)								

If employee count is more then 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.