



Minimum Wages in Maharashtra

01.07.2024 to 31.12.2024

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	2310	16620	2310	18930	15780	2310	18090			
		Semi skilled		15150	2310	17460	14310	2310	16620			
		Unskilled		14095	2310	16405	13255	2310	15565			
2	Agriculture Employment	On Machines	4002	6240	4002	10242	5980	4002	9982	5850	4002	9852
		Other		4680	4002	8682	2622	4002	6624	4030	4002	8032
3	Automobile Repairing	Skilled	8170	5500	8170	13670	5200	8170	13370	4900	8170	13070
		Semi skilled		5100	8170	13270	4800	8170	12970	4500	8170	12670
		Unskilled		4800	8170	12970	4500	8170	12670	4200	8170	12370
4	Bakeries	Skilled	5174	10100	5174	15274	9750	5174	14924	9350	5174	14524
		semi skilled		9200	5174	14374	8800	5174	13974	8450	5174	13624
		Unskilled		8250	5174	13424	7900	5174	13074	7500	5174	12674
5	Bricks or Roof Tiles	Skilled	5564	8500	5564	14064	8200	5564	13764			
		Semi skilled		8000	5564	13564	7750	5564	13314			
		Unskilled		7500	5564	13064	7250	5564	12814			
6	Canteen & Clubs	Skilled	7224	7700	7224	14924	7400	7224	14624	7200	7224	14424
		Semi skilled		7000	7224	14224	6700	7224	13924	6500	7224	13724
		Unskilled		6500	7224	13724	6200	7224	13424	6000	7224	13224
7	Card board Boxes	Skilled	7123	4650	7123	11773	4400	7123	11523	4150	7123	11273
		Semi skilled		4400	7123	11523	4150	7123	11273	3900	7123	11023
		Unskilled		4150	7123	11273	3900	7123	11023	3650	7123	10773
8	Cashew Processing	Group I	5136	7500	5136	12636	Whole State of Maharashtra					
		Group II (A)		7000	5136	12136						
		Group III		6500	5136	11636						
9	Cement and Cement Based Industry	Skilled	6855	3710	6855	10565	3410	6855	10265	3110	6855	9965
		Semi skilled		3610	6855	10465	3310	6855	10165	3010	6855	9865
		Unskilled		3510	6855	10365	3210	6855	10065	2910	6855	9765
10	Chemical Fertilizers	Skilled	7915	5600	7915	13515	5400	7915	13315	5200	7915	13115
		Semi skilled		5100	7915	13015	4900	7915	12815	4700	7915	12615
		Unskilled		4600	7915	12515	4400	7915	12315	4200	7915	12115
11	Cinema Exhibition (Multiplex, Zone I and Zone II)		7164	Multiplex			Zone - I			Zone - II		
		Skilled		5500	7164	12664	5000	7164	12164	4500	7164	11664
		Semi skilled		5000	7164	12164	4500	7164	11664	4000	7164	11164
		Unskilled		4500	7164	11664	4000	7164	11164	3500	7164	10664
12	Cloth Dyeing & Printing	Skilled	7949	4900	7949	12849	4600	7949	12549			
		Semi skilled		4400	7949	12349	4100	7949	12049			
		Unskilled		4100	7949	12049	3800	7949	11749			
13	Construction of Roads / Building	Skilled	1804	21860	1804	23664	20990	1804	22794	20125	1804	21929
		Semi skilled		20345	1804	22149	19475	1804	21279	18610	1804	20414
		Unskilled		19265	1804	21069	18400	1804	20204	17530	1804	19334
14	Cotton Ginning & Pressing	Skilled	7660	5200	7660	12860	5000	7660	12660	4800	7660	12460
		Semi skilled		4700	7660	12360	4500	7660	12160	4300	7660	11960
		Unskilled		4200	7660	11860	4000	7660	11660	3800	7660	11460
15	Cycle Mechanic Work Shops	Skilled	7555	5500	7555	13055	5000	7555	12555			
		Semi skilled		5000	7555	12555	4500	7555	12055			
		Unskilled		4500	7555	12055	4000	7555	11555			



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				Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages
				(In Rupees per Month)								
16	Dairy Industry	Skilled	8025	5500	8025	13525	5250	8025	13275	5000	8025	13025
		Semi skilled		5000	8025	13025	4750	8025	12775	4500	8025	12525
		Unskilled		4500	8025	12525	4250	8025	12275	4000	8025	12025
17	Dispensary	Skilled	7482	9000	7482	16482	8700	7482	16182	8000	7482	15482
		Semi skilled		8800	7482	16282	8300	7482	15782	7800	7482	15282
		Unskilled		8500	7482	15982	8000	7482	15482	7500	7482	14982
18	Drugs & Pharmaceuticals	Skilled	1736	16605	1736	18341	16000	1736	17736	15590	1736	17326
		Semi skilled		15185	1736	16921	14580	1736	16316	14170	1736	15906
		Unskilled		14170	1736	15906	13565	1736	15301	13155	1736	14891
19	Dyes & Chemicals	Skilled	5474	8200	5474	13674	7500	5474	12974	6500	5474	11974
		Semi skilled		7700	5474	13174	7000	5474	12474	6000	5474	11474
		Unskilled		7200	5474	12674	6500	5474	11974	5500	5474	10974
20	Eatable Tobacco	Skilled	6813	3700	6813	10513	Whole State of Maharashtra					
		Semi skilled		3200	6813	10013						
		Unskilled		3000	6813	9813						
21	Engineering Industry	Skilled	1736	16450	1736	18186	16045	1736	17781	15225	1736	16961
		Semi skilled		15025	1736	16761	14620	1736	16356	13805	1736	15541
		Unskilled		14010	1736	15746	13605	1736	15341	12795	1736	14531
22	Exercise Books	Skilled	5676	6000	5676	11676	5600	5676	11276	5200	5676	10876
		Semi skilled		5800	5676	11476	5400	5676	11076	5000	5676	10676
		Unskilled		5600	5676	11276	5200	5676	10876	4800	5676	10476
23	Factories under Factories Act (Residuary)	Skilled	2750	12605	2750	15355	11770	2750	14520	11255	2750	14005
		Semi skilled		11445	2750	14195	10800	2750	13550	10160	2750	12910
		Unskilled		10350	2750	13100	9705	2750	12455	9000	2750	11750
24	Film Production Studios	Skilled	8634	5700	8634	14334	5500	8634	14134			
		Semi skilled		5200	8634	13834	5000	8634	13634			
		Unskilled		4700	8634	13334	4500	8634	13134			
25	Forest & Forestry		7530	Highly Remote Areas			Other Areas					
		Skilled		6000	7530	13530	5500	7530	13030			
		Unskilled-heavy		5600	7530	13130	5100	7530	12630			
		Unskilled-light		5200	7530	12730	4700	7530	12230			
26	Fountain pen & Ball Pen	Skilled	8631	5300	8631	13931	5100	8631	13731			
		Semi skilled		5050	8631	13681	4850	8631	13481			
		Unskilled		4800	8631	13431	4600	8631	13231			
27	Glass Bulb	Skilled	7224	7800	7224	15024	7600	7224	14824	7200	7224	14424
		Semi skilled		7100	7224	14324	6900	7224	14124	6500	7224	13724
		Unskilled		6600	7224	13824	6400	7224	13624	6000	7224	13224
28	Glass Industry	Skilled	7224	7700	7224	14924	7400	7224	14624	7200	7224	14424
		Semi skilled		7000	7224	14224	6700	7224	13924	6500	7224	13724
		Unskilled		6500	7224	13724	6200	7224	13424	6000	7224	13224
29	Hair cutting saloon	Skilled	7224	7700	7224	14924	7400	7224	14624	6900	7224	14124
		Semi skilled		7000	7224	14224	6700	7224	13924	6200	7224	13424
		Unskilled		6500	7224	13724	6200	7224	13424	5700	7224	12924
30	Handlooms Industry		4922	Upto 50 looms			51 to 100 looms			Above 100 looms		
		Skilled		7000	4922	11922	8000	4922	12922	8500	4922	13422
		Semi skilled		6500	4922	11422	7500	4922	12422	8000	4922	12922
		Unskilled		6000	4922	10922	7000	4922	11922	7500	4922	12422



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				(In Rupees per Month)								
31	Hospital	Skilled	8009	6200	8009	14209	6000	8009	14009	5800	8009	13809
		Semi skilled		5700	8009	13709	5500	8009	13509	5300	8009	13309
		Unskilled		5300	8009	13309	5100	8009	13109	4900	8009	12909
32	Hotels & Restaurants	Skilled	7224	7700	7224	14924	7400	7224	14624	7200	7224	14424
		Semi skilled		7000	7224	14224	6700	7224	13924	6500	7224	13724
		Unskilled		6500	7224	13724	6200	7224	13424	6000	7224	13224
33	Ice & Cold Drinks Manufactory	Skilled	7193	6000	7193	13193	5700	7193	12893			
		Semi skilled		5500	7193	12693	5200	7193	12393			
		Unskilled		5000	7193	12193	4700	7193	11893			
34	Laundry	Skilled	7224	7700	7224	14924	7400	7224	14624	7200	7224	14424
		Semi skilled		7000	7224	14224	6700	7224	13924	6500	7224	13724
		Unskilled		6500	7224	13724	6200	7224	13424	6000	7224	13224
35	Liquor Manufactory	Skilled	5662	9910	5662	15572	9190	5662	14852	8470	5662	14132
		Semi skilled		9670	5662	15332	8950	5662	14612	8225	5662	13887
		Unskilled		9430	5662	15092	8710	5662	14372	7990	5662	13652
36	Oil Mill	Skilled	5572	10350	5572	15922	9800	5572	15372			
		Semi skilled		9400	5572	14972	8850	5572	14422			
		Unskilled		8500	5572	14072	7950	5572	13522			
37	Optical Frames	Skilled	7771	5600	7771	13371	5400	7771	13171	5200	7771	12971
		Semi skilled		5100	7771	12871	4900	7771	12671	4700	7771	12471
		Unskilled		4600	7771	12371	4400	7771	12171	4200	7771	11971
38	Paints & Varnishes	Skilled	7224	8200	7224	15424	7800	7224	15024	7400	7224	14624
		Semi skilled		7500	7224	14724	7100	7224	14324	6700	7224	13924
		Unskilled		7000	7224	14224	6600	7224	13824	6200	7224	13424
39	Paper & Paper Board	Skilled	7872	6100	7872	13972	5900	7872	13772	5700	7872	13572
		Semi skilled		5600	7872	13472	5400	7872	13272	5200	7872	13072
		Unskilled		5100	7872	12972	4900	7872	12772	4700	7872	12572
40	Plastic Industry	Skilled	7555	5300	7555	12855	5150	7555	12705	5000	7555	12555
		Semi skilled		4800	7555	12355	4650	7555	12205	4500	7555	12055
		Unskilled		4300	7555	11855	4150	7555	11705	4000	7555	11555
41	Poha (kurmure Churmura) Industry	Skilled	7949	4400	7949	12349	4200	7949	12149			
		Semi skilled		4250	7949	12199	4050	7949	11999			
		Unskilled		3800	7949	11749	3600	7949	11549			
42	Potteries (Matichi Bhandi)	Skilled	4922	8000	4922	12922	7500	4922	12422	7000	4922	11922
		Semi skilled		7500	4922	12422	7000	4922	11922	6500	4922	11422
		Unskilled		7000	4922	11922	6500	4922	11422	6000	4922	10922
43	Power looms	Skilled A	6496	10100	6496	16596	9500	6496	15996	8500	6496	14996
		Semi skilled		9500	6496	15996	9000	6496	15496	8000	6496	14496
		Unskilled		9000	6496	15496	8500	6496	14996	7500	6496	13996
44	Premises for Buffaloes or Cows	Skilled	5350	9400	5350	14750	8600	5350	13950	7800	5350	13150
		Semi skilled		8700	5350	14050	8000	5350	13350	7200	5350	12550
		Unskilled		8000	5350	13350	7300	5350	12650	6700	5350	12050
45	Printing Press	Skilled	6855	4600	6855	11455	4300	6855	11155	3700	6855	10555
		Semi skilled		4500	6855	11355	4200	6855	11055	3600	6855	10455
		Unskilled		4400	6855	11255	4100	6855	10955	3500	6855	10355
46	Public Motor Transport	Skilled A	7949	5700	7949	13649	5500	7949	13449			
		Skilled B		5500	7949	13449	5300	7949	13249			
		Skilled C		5300	7949	13249	5100	7949	13049			
		Semi skilled		4600	7949	12549	4400	7949	12349			
		Unskilled		4200	7949	12149	4000	7949	11949			



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				Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages
				(In Rupees per Month)								
47	Readymade Garments	Skilled	7482	8600	7482	16082	8400	7482	15882	7800	7482	15282
		Semi skilled		7900	7482	15382	7700	7482	15182	7100	7482	14582
		Unskilled		7400	7482	14882	7200	7482	14682	6600	7482	14082
48	Rice Flour & Dal Mill	Skilled	7949	4600	7949	12549	4400	7949	12349			
		Semi skilled		4100	7949	12049	3900	7949	11849			
		Unskilled		3800	7949	11749	3600	7949	11549			
49	Rubber Balloon Manufacturing	Skilled	7949	4300	7949	12249	4200	7949	12149	4100	7949	12049
		Semi skilled		4100	7949	12049	3900	7949	11849	3800	7949	11749
		Unskilled		3800	7949	11749	3700	7949	11649	3600	7949	11549
50	Rubber Industry	Skilled	7224	7700	7224	14924	7400	7224	14624	7200	7224	14424
		Semi skilled		7000	7224	14224	6700	7224	13924	6500	7224	13724
		Unskilled		6500	7224	13724	6200	7224	13424	6000	7224	13224
51	Salt Pan Industry	Highly Skilled	7555	5000	7555	12555	Whole State of Maharashtra					
		Skilled		4600	7555	12155						
		Semi skilled		4300	7555	11855						
		Unskilled		4000	7555	11555						
52	Saw Mills	Skilled	4769	9450	4769	14219	9100	4769	13869	8750	4769	13519
		Semi skilled		8650	4769	13419	8300	4769	13069	7950	4769	12719
		Unskilled		7800	4769	12569	7500	4769	12269	7150	4769	11919
53	Seepz	Skilled	6378	6300	6378	12678	Whole State of Maharashtra					
		Semi skilled		5800	6378	12178						
		Unskilled		5300	6378	11678						
54	Shops & Commercial Establishments	Skilled	3250	11632	3250	14882	11036	3250	14286	10440	3250	13690
		Semi skilled		10856	3250	14106	10260	3250	13510	9664	3250	12914
		Unskilled		10021	3250	13271	9425	3250	12675	8828	3250	12078
55	Soaps & Cosmetics	Skilled	7224	7700	7224	14924	7400	7224	14624	7100	7224	14324
		Semi skilled		7000	7224	14224	6700	7224	13924	6400	7224	13624
		Unskilled		6500	7224	13724	6200	7224	13424	5900	7224	13124
56	Silver Industry	Skilled	7915	5500	7915	13415	5200	7915	13115			
		Semi skilled		5000	7915	12915	4800	7915	12715			
		Unskilled		4500	7915	12415	4300	7915	12215			
57	Steel Furnitures	Skilled	7224	7800	7224	15024	7600	7224	14824	7200	7224	14424
		Semi skilled		7100	7224	14324	6900	7224	14124	6500	7224	13724
		Unskilled		6800	7224	14024	6400	7224	13624	6000	7224	13224
58	Stone Breakings & crushings	Skilled	4862	9500	4862	14362	9100	4862	13962			
		Semi skilled		8500	4862	13362	8100	4862	12962			
		Unskilled		8000	4862	12862	7600	4862	12462			
59	Sweeper & Scavengers	Full Time	6358	10000	6358	16358	9750	6358	16108	9450	6358	15808
60	Tanneries & Leathers	Skilled	5778	9000	5778	14778	8500	5778	14278	8000	5778	13778
		Semi skilled		8500	5778	14278	8000	5778	13778	7500	5778	13278
		Unskilled		8000	5778	13778	7500	5778	13278	7000	5778	12778
61	Utensils	Skilled	8256	9200	8256	17456	9000	8256	17256	8500	8256	16756
		Semi skilled		8500	8256	16756	8300	8256	16556	7800	8256	16056
		Unskilled		8000	8256	16256	7800	8256	16056	7300	8256	15556
62	Local Authority Industry (Other than Village Panchayat)	Skilled	8610	14000	8610	22610	12000	8610	20610	11000	8610	19610
		Semi skilled		13000	8610	21610	11000	8610	19610	10000	8610	18610
		Unskilled		11500	8610	20110	10000	8610	18610	8500	8610	17110



KARTIK & ASSOCIATE

LABOUR LAWS CONSULTANT

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KARTIK K DAND

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63	Watch Straps	Skilled	7949	5500	7949	13449	5200	7949	13149	4900	7949	12849
		Semi skilled		5100	7949	13049	4800	7949	12749	4500	7949	12449
		Unskilled		4800	7949	12749	4500	7949	12449	4200	7949	12149
64	Wooden Furniture	Skilled	7224	7600	7224	14824	7400	7224	14624	7200	7224	14424
		Semi skilled		6900	7224	14124	6700	7224	13924	6500	7224	13724
		Unskilled		6400	7224	13624	6200	7224	13424	6000	7224	13224
65	Wooden Photo Frames	Skilled	7224	7700	7224	14924	7400	7224	14624	7200	7224	14424
		Semi skilled		7000	7224	14224	6700	7224	13924	6500	7224	13724
		Unskilled		6500	7224	13724	6200	7224	13424	6000	7224	13224

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.