



KARTIK & ASSOCIATE

LABOUR LAWS CONSULTANT

KARTIK K DAND
9821336833

MINIMUM WAGES IN MAHARASHTRA - 01/07/2026 to 31/12/2026

Sr No.	Schedule of Employment	Categories of Worker	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	3432	16620	3432	20052	15780	3432	19212			
		Semi - Skilled		15150	3432	18582	14310	3432	17742			
		Unskilled		14095	3432	17527	13255	3432	16687			
2	Agriculture Employment	on Machines	4446	6240	4446	10686	5980	4446	10426	5850	4446	10296
		Other		4680	4446	9126	4420	4446	8866	4160	4446	8606
3	Automobile Repairing	Skilled	9083	5500	9083	14583	5200	9083	14283	4900	9083	13983
		Semi - Skilled		5100	9083	14183	4800	9083	13883	4500	9083	13583
		Unskilled		4800	9083	13883	4500	9083	13583	4200	9083	13283
4	Bakeries	Skilled	6058	10100	6058	16158	9750	6058	15808	9350	6058	15408
		Semi - Skilled		9200	6058	15258	8800	6058	14858	8450	6058	14508
		Unskilled		8250	6058	14308	7900	6058	13958	7500	6058	13558
5	Brick Work	9"x4"x3" Brick	6448	690 (per day)	6448		635	6448	Bricklayers			
		9"x4"x6" Brick		1380 (per day)	6448		1270	6448				
		9"x4"x3" Brick		175 (per day)	6448		160	6448	2 - Brick carrying workers			
		9"x4"x6" Brick		300 (per day)	6448		280	6448				
		Skilled		8400	6448	14848	8200	6448	14648			
		Burner		7950	6448	14398	7750	6448	14198			
		Coal Miners		7500	6448	13948	7250	6448	13698			
6	Roof Tiles	Skilled	6448	8500	6448	14948	8000	6448	14448			
		Semi - Skilled		8000	6448	14448	7500	6448	13948			
		Unskilled		7500	6448	13948	7000	6448	13448			
6	Canteen & Clubs	Skilled	8176	7700	8176	15876	7400	8176	15576	7200	8176	15376
		Semi - Skilled		7000	8176	15176	6700	8176	14876	6500	8176	14676
		Unskilled		6500	8176	14676	6200	8176	14376	6000	8176	14176
7	Cardboard Boxes	Skilled	782	14000	782	14782	13225	782	14007	12490	782	13272
		Semi - Skilled		13225	782	14007	12490	782	13272	11755	782	12537
		Unskilled		12490	782	13272	11755	782	12537	10980	782	11762



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				Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages
				In Rupees (per Month)								
8	Cashew Processing	Group I	5952	7500	5952	13452	Same as Zone I					
		Group II (A)		7000	5952	12952						
		Group II (B)		17 (Per KG)	5952	5969						
		Group III		6500	5952	12452						
9	Cement & Cement based Industries	Skilled	7524	3710	7524	11234	3410	7524	10934	3110	7524	10634
		Semi - Skilled		3610	7524	11134	3310	7524	10834	3010	7524	10534
		Unskilled		3510	7524	11034	3210	7524	10734	2910	7524	10434
10	Chemical Fertilizers	Skilled	918	17185	918	18103	16560	918	17478	15940	918	16858
		Semi - Skilled		15650	918	16568	15025	918	15943	14400	918	15318
		Unskilled		14105	918	15023	13480	918	14398	12900	918	13818
11	Cinema Exhibition		7915	Multiplex			Zone - I			Zone - II		
		Skilled		5500	7915	13415	5000	7915	12915	4500	7915	12415
		Semi - Skilled		5000	7915	12915	4500	7915	12415	4000	7915	11915
		Unskilled		4500	7915	12415	4000	7915	11915	3500	7915	11415
12	Cleaning & Sorting of Onions	Mukadam	173	240	173	413	Same as Zone I (Per Day Rate)					
		Unskilled		210	173	383						
		Part Time		(210+173 = 383) (Rs. 383 x 60% = Rs.230)								
13	Cloth Dyeing & Printing	Skilled	8804	4900	8804	13704	4600	8804	13404			
		Semi - Skilled		4400	8804	13204	4100	8804	12904			
		Unskilled		4100	8804	12904	3800	8804	12604			
14	Construction of Roads / Building	Skilled	3198	21860	3198	25058	20990	3198	24188	20125	3198	23323
		Semi - Skilled		20345	3198	23543	19475	3198	22673	18610	3198	21808
		Unskilled		19265	3198	22463	18400	3198	21598	17530	3198	20728
15	Cotton Ginnig & Pressing	Skilled	850	16080	850	16930	15505	850	16355	14860	850	15710
		Semi - Skilled		14530	850	15380	13960	850	14810	13305	850	14155
		Unskilled		12980	850	13830	12410	850	13260	11755	850	12605
16	Cycle Mechanic Workshop	Skilled	850	16235	850	17085	14705	850	15555			
		Semi - Skilled		14705	850	15555	13260	850	14110			
		Unskilled		13260	850	14110	11815	850	12665			



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				Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages
				In Rupees (per Month)								
17	Dairy Industry	Skilled	918	17520	918	18438	16720	918	17638	15920	918	16838
		Semi - Skilled		15920	918	16838	14955	918	15873	14330	918	15248
		Unskilled		14330	918	15248	13530	918	14448	12730	918	13648
18	Dispensary	Skilled	8468	9000	8468	17468	8700	8468	17168	8000	8468	16468
		Semi - Skilled		8800	8468	17268	8300	8468	16768	7800	8468	16268
		Unskilled		8500	8468	16968	8000	8468	16468	7500	8468	15968
19	Drugs & Pharmaceuticals	Skilled	2790	16605	2790	19395	16000	2790	18790	15590	2790	18380
		Semi - Skilled		15185	2790	17975	14580	2790	17370	14170	2790	16960
		Unskilled		14170	2790	16960	13565	2790	16355	13155	2790	15945
20	Dyes & Chemicals	Skilled	6256	8200	6256	14456	7500	6256	13756	6500	6256	12756
		Semi - Skilled		7700	6256	13956	7000	6256	13256	6000	6256	12256
		Unskilled		7200	6256	13456	6500	6256	12756	5500	6256	11756
21	Eatable Tobacco	Skilled	7547	3700	7547	11247	Same as Zone I					
		Semi - Skilled		3200	7547	10747						
		Unskilled		3000	7547	10547						
22	Engineering Industry	Skilled	2790	16450	2790	19240	16045	2790	18835	15225	2790	18015
		Semi - Skilled		15025	2790	17815	14620	2790	17410	13805	2790	16595
		Unskilled		14010	2790	16800	13605	2790	16395	12795	2790	15585
23	Exercise Books	Skilled	6424	6000	6424	12424	5600	6424	12024	5200	6424	11624
		Semi - Skilled		5800	6424	12224	5400	6424	11824	5000	6424	11424
		Unskilled		5600	6424	12024	5200	6424	11624	4800	6424	11224
24	Factories under Factory Act (Residuary)	Skilled	3600	12605	3600	16205	11770	3600	15370	11255	3600	14855
		Semi - Skilled		11445	3600	15045	10800	3600	14400	10160	3600	13760
		Unskilled		10350	3600	13950	9705	3600	13305	9000	3600	12600
25	Film Production Studios	Skilled	986	16675	986	17661	17055	986	18041			
		Semi - Skilled		16065	986	17051	15445	986	16431			
		Unskilled		14555	986	15541	13925	986	14911			



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				Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages
				In Rupees (per Month)								
26	Forest & Forestry		952	Highly Remote Areas			Other Areas					
		Skilled		16380	952	17332	15130	952	16082			
		Unskilled - Heavy		15400	952	16352	13975	952	14927			
		Unskilled - Light		14420	952	15372	12995	952	13947			
27	Fountain pen & Ball Pen	Skilled	9568	5300	9568	14868	5100	9568	14668			
		Semi - Skilled		5050	9568	14618	4850	9568	14418			
		Unskilled		4800	9568	14368	4600	9568	14168			
28	Glass Bulb	Skilled	8176	7800	8176	15976	7600	8176	15776	7200	8176	15376
		Semi - Skilled		7100	8176	15276	6900	8176	15076	6500	8176	14676
		Unskilled		6600	8176	14776	6400	8176	14576	6000	8176	14176
29	Glass Industry	Skilled	8176	7700	8176	15876	7400	8176	15576	7200	8176	15376
		Semi - Skilled		7000	8176	15176	6700	8176	14876	6500	8176	14676
		Unskilled		6500	8176	14676	6200	8176	14376	6000	8176	14176
30	Hair Cutting Saloon	Skilled	8176	7700	8176	15876	7400	8176	15576	6900	8176	15076
		Semi - Skilled		7000	8176	15176	6700	8176	14876	6200	8176	14376
		Unskilled		6500	8176	14676	6200	8176	14376	5700	8176	13876
31	Handlooms Industry		5704	Upto 50 Looms			51 to 100 Looms			Above 100 Looms		
		Skilled		7000	5704	12704	8000	5704	13704	8500	5704	14204
		Semi - Skilled		6500	5704	12204	7500	5704	13204	8000	5704	13704
		Unskilled		6000	5704	11704	7000	5704	12704	7500	5704	13204
32	Hospital	Skilled	1020	18065	1020	19085	17460	1020	18480	16850	1020	17870
		Semi - Skilled		16595	1020	17615	15985	1020	17005	15475	1020	16495
		Unskilled		15475	1020	16495	14865	1020	15885	14260	1020	15280
33	Hotel & Restaurant	Skilled	8176	7700	8176	15876	7400	8176	15576	7200	8176	15376
		Semi - Skilled		7000	8176	15176	6700	8176	14876	6500	8176	14676
		Unskilled		6500	8176	14676	6200	8176	14376	6000	8176	14176
34	Ice & Cold Drinks Manufactory	Skilled	8073	6000	8073	14073	5700	8073	13773			
		Semi - Skilled		5500	8073	13573	5200	8073	13273			
		Unskilled		5000	8073	13073	4700	8073	12773			



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				Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages
				In Rupees (per Month)								
35	Laundry	Skilled	8176	7700	8176	15876	7400	8176	15576	7200	8176	15376
		Semi - Skilled		7000	8176	15176	6700	8176	14876	6500	8176	14676
		Unskilled		6500	8176	14676	6200	8176	14376	6000	8176	14176
36	Liquor Manufactory	Skilled	6625	9910	6625	16535	9190	6625	15815	8470	6625	15095
		Semi - Skilled		9670	6625	16295	8950	6625	15575	8225	6625	14850
		Unskilled		9430	6625	16055	8710	6625	15335	7990	6625	14615
37	Oil Mill	Skilled	6524	10350	6524	16874	9800	6524	16324			
		Semi - Skilled		9400	6524	15924	8850	6524	15374			
		Unskilled		8500	6524	15024	7950	6524	14474			
38	Optical Frames	Skilled	918	16660	918	17578	16065	918	16983	15470	918	16388
		Semi - Skilled		15295	918	16213	14705	918	15623	14110	918	15028
		Unskilled		13855	918	14773	13260	918	14178	12750	918	13668
39	Paint & Varnishes	Skilled	8176	8200	8176	16376	7800	8176	15976	7400	8176	15576
		Semi - Skilled		7500	8176	15676	7100	8176	15276	6700	8176	14876
		Unskilled		7000	8176	15176	6600	8176	14776	6200	8176	14376
40	Paper & Paper Board	Skilled	918	16740	918	17658	16135	918	17053	15610	918	16528
		Semi - Skilled		15355	918	16273	14835	918	15753	14225	918	15143
		Unskilled		13970	918	14888	13440	918	14358	12920	918	13838
41	Plastic Industry	Skilled	884	15810	884	16694	15300	884	16184	14875	884	15759
		Semi - Skilled		14365	884	15249	13940	884	14824	13515	884	14399
		Unskilled		13005	884	13889	12580	884	13464	12155	884	13039
42	Poha (Kurmura / Churmura) Industry	Skilled	850	14450	850	15300	13770	850	14620			
		Semi - Skilled		13940	850	14790	13260	850	14110			
		Unskilled		12495	850	13345	11815	850	12665			
43	Potteries (Matichi Bhandi)	Skilled	5704	8000	5704	13704	7500	5704	13204	7000	5704	12704
		Semi - Skilled		7500	5704	13204	7000	5704	12704	6500	5704	12204
		Unskilled		7000	5704	12704	6500	5704	12204	6000	5704	11704
44	Powerlooms	Skilled	7482	10100	7482	17582	9500	7482	16982	8500	7482	15982
		Semi - Skilled		9500	7482	16982	9000	7482	16482	8000	7482	15482
		Unskilled		9000	7482	16482	8500	7482	15982	7500	7482	14982



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				Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages
				In Rupees (per Month)								
45	Premises for Buffalo & Cow	Skilled	6200	9400	6200	15600	8600	6200	14800	7800	6200	14000
		Semi - Skilled		8700	6200	14900	8000	6200	14200	7200	6200	13400
		Unskilled		8000	6200	14200	7300	6200	13500	6700	6200	12900
46	Printing Press	Skilled	7524	4600	7524	12124	4300	7524	11824	3700	7524	11224
		Semi - Skilled		4500	7524	12024	4200	7524	11724	3600	7524	11124
		Unskilled		4400	7524	11924	4100	7524	11624	3500	7524	11024
47	Public Motor Transport	Skilled - A	986	19625	986	20611	18975	986	19961			
		Skilled - B		18975	986	19961	18320	986	19306			
		Skilled - C		18320	986	19306	17570	986	18556			
		Semi - Skilled		15890	986	16876	15240	986	16226			
		Unskilled		14490	986	15476	13835	986	14821			
48	Readymade Garments	Skilled	8468	8600	8468	17068	8400	8468	16868	7800	8468	16268
		Semi - Skilled		7900	8468	16368	7700	8468	16168	7100	8468	15568
		Unskilled		7400	8468	15868	7200	8468	15668	6600	8468	15068
49	Rice Flour & Dal Mill	Skilled	884	15580	884	16464	14920	884	15804			
		Semi - Skilled		13850	884	14734	13185	884	14069			
		Unskilled		12860	884	13744	12200	884	13084			
50	Rubber Balloon Manufacturing	Skilled	850	14110	850	14960	13770	850	14620	13430	850	14280
		Semi - Skilled		13430	850	14280	12570	850	13420	12410	850	13260
		Unskilled		12410	850	13260	12155	850	13005	11815	850	12665
51	Rubber Industry	Skilled	1054	19090	1054	20144	18345	1054	19399	17850	1054	18904
		Semi - Skilled		17355	1054	18409	16195	1054	17249	16115	1054	17169
		Unskilled		16120	1054	17174	15375	1054	16429	14880	1054	15934
52	Salt Pan Industry	Highly Skilled	850	14915	850	15765	Same as Zone I					
		Skilled		13700	850	14550						
		Semi - Skilled		12810	850	13660						
		Unskilled		11920	850	12770						
53	Saw Mill	Skilled	5636	9450	5636	15086	9100	5636	14736	8750	5636	14386
		Semi - Skilled		8650	5636	14286	8300	5636	13936	7950	5636	13586
		Unskilled		7800	5636	13436	7500	5636	13136	7150	5636	12786



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				Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages
				In Rupees (per Month)								
54	Seepz	Skilled	7157	6300	7157	13457	Same as Zone I					
		Semi - Skilled		5800	7157	12957						
		Unskilled		5300	7157	12457						
55	Shop & Commercial Establishments	Skilled	4134	11632	4134	15766	11036	4134	15170	10440	4134	14574
		Semi - Skilled		10856	4134	14990	10260	4134	14394	9664	4134	13798
		Unskilled		10021	4134	14155	9425	4134	13559	8828	4134	12962
56	Soaps & Cosmetics	Skilled	8176	7700	8176	15876	7400	8176	15576	7100	8176	15276
		Semi - Skilled		7000	8176	15176	6700	8176	14876	6400	8176	14576
		Unskilled		6500	8176	14676	6200	8176	14376	5900	8176	14076
57	Silver Industry	Skilled	918	16570	918	17488	15610	918	16528			
		Semi - Skilled		15005	918	15923	14400	918	15318			
		Unskilled		13535	918	14453	12920	918	13838			
58	Steel Furniture	Skilled	8176	7800	8176	15976	7600	8176	15776	7200	8176	15376
		Semi - Skilled		7100	8176	15276	6900	8176	15076	6500	8176	14676
		Unskilled		6800	8176	14976	6400	8176	14576	6000	8176	14176
59	Stone Breaking & Crushing	Skilled	5746	9500	5746	15246	9100	5746	14846			
		Semi - Skilled		8500	5746	14246	8100	5746	13846			
		Unskilled		8000	5746	13746	7600	5746	13346			
60	Sweeper & Scavengers	Full Time	7514	10000	7514	17514	9750	7514	17264	9450	7514	16964
		Daily 4 Hours		(Rs. 10000 + 7514 = Rs. 17514) (Rs. 17514 x 60% = Rs. 10508) (Rs. 10508)								
61	Tanneries & Leathers	Skilled	6696	9000	6696	15696	8500	6696	15196	8000	6696	14696
		Semi - Skilled		8500	6696	15196	8000	6696	14696	7500	6696	14196
		Unskilled		8000	6696	14696	7500	6696	14196	7000	6696	13696
62	Utensils	Skilled	9344	9200	9344	18544	9000	9344	18344	8500	9344	17844
		Semi - Skilled		8500	9344	17844	8300	9344	17644	7800	9344	17144
		Unskilled		8000	9344	17344	7800	9344	17144	7300	9344	16644



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				Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages
				In Rupees (per Month)								
63	Local Authority Industry (Village Panchayat)	Skilled	4030	14125	4030	18155	13960	4030	17990	12665	4030	16695
		Semi - Skilled		13420	4030	17450	13055	4030	17085	11960	4030	15990
		Unskilled		13085	4030	17115	12715	4030	16745	11625	4030	15655
	Local Authority Industry (other than Village Panchayat)	Skilled	9800	14000	9800	23800	12000	9800	21800	11000	9800	20800
		Semi - Skilled		13000	9800	22800	11000	9800	20800	10000	9800	19800
		Unskilled		11500	9800	21300	10000	9800	19800	8500	9800	18300
64	Watch Strap	Skilled	1020	18565	1020	19585	17605	1020	18625	16550	1020	17570
		Semi - Skilled		17255	1020	18275	16205	1020	17225	15245	1020	16265
		Unskilled		16205	1020	17225	15245	1020	16265	14190	1020	15210
65	Wooden Furniture	Skilled	8176	7600	8176	15776	7400	8176	15576	7200	8176	15376
		Semi - Skilled		6900	8176	15076	6700	8176	14876	6500	8176	14676
		Unskilled		6400	8176	14576	6200	8176	14376	6000	8176	14176
66	Wooden Photo Frame	Skilled	8176	7700	8176	15876	7400	8176	15576	7200	8176	15376
		Semi - Skilled		7000	8176	15176	6700	8176	14876	6500	8176	14676
		Unskilled		6500	8176	14676	6200	8176	14376	6000	8176	14176

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.