



KARTIK & ASSOCIATE

LABOUR LAWS CONSULTANT

KARTIK K DAND
9821336833

MINIMUM WAGES IN MAHARASHTRA - 01/07/2025 to 31/12/2025

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	2772	16620	2772	19392	15780	2772	18552			
		Semi - Skilled		15150	2772	17922	14310	2772	17082			
		Unskilled		14095	2772	16867	13255	2772	16027			
2	Agriculture Employment	on Machines	4135	6240	4135	10375	5980	4135	10115	5850	4135	9985
		Other		4680	4135	8815	2622	4135	6757	4030	4135	8165
3	Automobile Repairing	Skilled	8546	5500	8546	14046	5200	8546	13746	4900	8546	13446
		Semi - Skilled		5100	8546	13646	4800	8546	13346	4500	8546	13046
		Unskilled		4800	8546	13346	4500	8546	13046	4200	8546	12746
4	Bakeries	Skilled	5538	10100	5538	15638	9750	5538	15288	9350	5538	14888
		Semi - Skilled		9200	5538	14738	8800	5538	14338	8450	5538	13988
		Unskilled		8250	5538	13788	7900	5538	13438	7500	5538	13038
5	Bricks or Roof Tiles	Skilled	5928	8500	5928	14428	8200	5928	14128			
		Semi - Skilled		8000	5928	13928	7750	5928	13678			
		Unskilled		7500	5928	13428	7250	5928	13178			
6	Canteen & Clubs	Skilled	7616	7700	7616	15316	7400	7616	15016	7200	7616	14816
		Semi - Skilled		7000	7616	14616	6700	7616	14316	6500	7616	14116
		Unskilled		6500	7616	14116	6200	7616	13816	6000	7616	13616
7	Cardboard Boxes	Skilled	322	14000	322	14322	Same as Zone I					
		Semi - Skilled		13225	322	13547						
		Unskilled		12490	322	12812						
8	Cashew Processing	Group I	5472	7500	5472	12972	Same as Zone I					
		Group II (A)		7000	5472	12472						
		Group III		6500	5472	11972						
9	Cement & Cement based Industries	Skilled	7130	3710	7130	10840	3410	7130	10540	3110	7130	10240
		Semi - Skilled		3610	7130	10740	3310	7130	10440	3010	7130	10140
		Unskilled		3510	7130	10640	3210	7130	10340	2910	7130	10040



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				Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages
				In Rupees (per Month)								
10	Chemical Fertilizers	Skilled	378	17185	378	17563	17185	378	17563	15940	378	16318
		Semi - Skilled		15650	378	16028	15650	378	16028	14400	378	14778
		Unskilled		14105	378	14483	14105	378	14483	12900	378	13278
11	Cinema Exhibition		7473	Multiplex			Zone - I			Zone - II		
		Skilled		5500	7473	12973	5000	7473	12473	4500	7473	11973
		Semi - Skilled		5000	7473	12473	4500	7473	11973	4000	7473	11473
		Unskilled		4500	7473	11973	4000	7473	11473	3500	7473	10973
12	Cleaning & Sorting of Onions	Mukadam	158	240	158	398	Same as Zone I (Per Day Rate)					
		Unskilled		210	158	368						
		Part Time		126	158	284						
13	Cloth Dyeing & Printing	Skilled	8300	4900	8300	13200	4600	8300	12900			
		Semi - Skilled		4400	8300	12700	4100	8300	12400			
		Unskilled		4100	8300	12400	3800	8300	12100			
14	Construction of Roads / Building	Skilled	2378	21860	2378	24238	20990	2378	23368	20125	2378	22503
		Semi - Skilled		20345	2378	22723	19475	2378	21853	18610	2378	20988
		Unskilled		19265	2378	21643	18400	2378	20778	17530	2378	19908
15	Cotton Ginnig & Pressing	Skilled	350	16080	350	16430	Same as Zone I					
		Semi - Skilled		14530	350	14880						
		Unskilled		19265	350	19615						
16	Cycle Mechanic Workshop	Skilled	350	16235	350	16585	16585	350	16935			
		Semi - Skilled		14705	350	15055	15055	350	15405			
		Unskilled		13260	350	13610	13610	350	13960			
17	Dairy Industry	Skilled	378	17520	378	17898	16720	378	17098	15920	378	16298
		Semi - Skilled		15920	378	16298	14955	378	15333	14330	378	14708
		Unskilled		14330	378	14708	13530	378	13908	12730	378	13108
18	Dispensary	Skilled	7888	9000	7888	16888	8700	7888	16588	8000	7888	15888
		Semi - Skilled		8800	7888	16688	8300	7888	16188	7800	7888	15688
		Unskilled		8500	7888	16388	8000	7888	15888	7500	7888	15388



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				Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages
				In Rupees (per Month)								
19	Drugs & Pharmaceuticals	Skilled	2170	16605	2170	18775	16000	2170	18170	15590	2170	17760
		Semi - Skilled		15185	2170	17355	14580	2170	16750	14170	2170	16340
		Unskilled		14170	2170	16340	13565	2170	15735	13155	2170	15325
20	Dyes & Chemicals	Skilled	5796	8200	5796	13996	16560	5796	22356	15940	5796	21736
		Semi - Skilled		7700	5796	13496	15025	5796	20821	14400	5796	20196
		Unskilled		7200	5796	12996	13480	5796	19276	12900	5796	18696
21	Eatable Tobacco	Skilled	7115	3700	7115	10815	Same as Zone I					
		Semi - Skilled		3200	7115	10315						
		Unskilled		3000	7115	10115						
22	Engineering Industry	Skilled	2170	16450	2170	18620	16045	2170	18215	15225	2170	17395
		Semi - Skilled		15025	2170	17195	14620	2170	16790	13805	2170	15975
		Unskilled		14010	2170	16180	13605	2170	15775	12795	2170	14965
23	Exercise Books	Skilled	5984	6000	5984	11984	5600	5984	11584	5200	5984	11184
		Semi - Skilled		5800	5984	11784	5400	5984	11384	5000	5984	10984
		Unskilled		5600	5984	11584	5200	5984	11184	4800	5984	10784
24	Factories under Factory Act (Residuary)	Skilled	3100	12605	3100	15705	11770	3100	14870	11255	3100	14355
		Semi - Skilled		11445	3100	14545	10800	3100	13900	10160	3100	13260
		Unskilled		10350	3100	13450	9705	3100	12805	9000	3100	12100
25	Film Production Studios	Skilled	406	16675	406	17081	17055	406	17461			
		Semi - Skilled		16065	406	16471	15445	406	15851			
		Unskilled		14555	406	14961	13925	406	14331			
26	Forest & Forestry		392	Highly Remote Areas			Other Areas					
		Skilled		16380	392	16772	15130	392	15522			
		Unskilled - Heavy		15400	392	15792	13975	392	14367			
		Unskilled - Light		14420	392	14812	12995	392	13387			
27	Fountain pen & Ball Pen	Skilled	9016	5300	9016	14316	5100	9016	14116			
		Semi - Skilled		5050	9016	14066	4850	9016	13866			
		Unskilled		4800	9016	13816	4600	9016	13616			



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				Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages
				In Rupees (per Month)								
28	Glass Bulb	Skilled	7616	7800	7616	15416	7600	7616	15216	7200	7616	14816
		Semi - Skilled		7100	7616	14716	6900	7616	14516	6500	7616	14116
		Unskilled		6600	7616	14216	6400	7616	14016	6000	7616	13616
29	Glass Industry	Skilled	7616	7700	7616	15316	7400	7616	15016	7200	7616	14816
		Semi - Skilled		7000	7616	14616	6700	7616	14316	6500	7616	14116
		Unskilled		6500	7616	14116	6200	7616	13816	6000	7616	13616
30	Hair Cutting Saloon	Skilled	7616	7700	7616	15316	7400	7616	15016	6900	7616	14516
		Semi - Skilled		7000	7616	14616	6700	7616	14316	6200	7616	13816
		Unskilled		6500	7616	14116	6200	7616	13816	5700	7616	13316
31	Handlooms Industry		5244	Upto 50 Looms			51 to 100 Looms			Above 100 Looms		
		Skilled		7000	5244	12244	8000	5244	13244	8500	5244	13744
		Semi - Skilled		6500	5244	11744	7500	5244	12744	8000	5244	13244
		Unskilled		6000	5244	11244	7000	5244	12244	7500	5244	12744
32	Hospital	Skilled	420	18065	420	18485	17460	420	17880	16850	420	17270
		Semi - Skilled		16595	420	17015	15985	420	16405	15475	420	15895
		Unskilled		15475	420	15895	15316	420	15736	14260	420	14680
33	Hotel & Restaurant	Skilled	7616	7700	7616	15316	7400	7616	15016	7200	7616	14816
		Semi - Skilled		7000	7616	14616	6700	7616	14316	6500	7616	14116
		Unskilled		6500	7616	14116	6200	7616	13816	6000	7616	13616
34	Ice & Cold Drinks Manufactory	Skilled	7555	6000	7555	13555	5700	7555	13255			
		Semi - Skilled		5500	7555	13055	5200	7555	12755			
		Unskilled		5000	7555	12555	4700	7555	12255			
35	Laundry	Skilled	7616	7700	7616	15316	7400	7616	15016	7200	7616	14816
		Semi - Skilled		7000	7616	14616	6700	7616	14316	6500	7616	14116
		Unskilled		6500	7616	14116	6200	7616	13816	6000	7616	13616
36	Liquor Manufactory	Skilled	6058	9910	6058	15968	9190	6058	15248	8470	6058	14528
		Semi - Skilled		9670	6058	15728	8950	6058	15008	8225	6058	14283
		Unskilled		9430	6058	15488	8710	6058	14768	7990	6058	14048



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				Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages
				In Rupees (per Month)								
37	Oil Mill	Skilled	5964	10350	5964	16314	9800	5964	15764			
		Semi - Skilled		9400	5964	15364	8850	5964	14814			
		Unskilled		8500	5964	14464	7950	5964	13914			
38	Optical Frames	Skilled	378	16660	378	17038	16065	378	16443	15470	378	15848
		Semi - Skilled		15295	378	15673	14705	378	15083	14110	378	14488
		Unskilled		13855	378	14233	13260	378	13638	12750	378	13128
39	Paint & Varnishes	Skilled	7616	8200	7616	15816	7800	7616	15416	7400	7616	15016
		Semi - Skilled		7500	7616	15116	7100	7616	14716	6700	7616	14316
		Unskilled		700	7616	8316	6600	7616	14216	6200	7616	13816
40	Paper & Paper Board	Skilled	378	16740	378	17118	16135	378	16513	15610	378	15988
		Semi - Skilled		15355	378	15733	14835	378	15213	14225	378	14603
		Unskilled		13970	378	14348	13440	378	13818	12920	378	13298
41	Plastic Industry	Skilled	364	15810	364	16174	15300	364	15664	14875	364	15239
		Semi - Skilled		14365	364	14729	13940	364	14304	13515	364	13879
		Unskilled		13005	364	13369	12580	364	12944	12155	364	12519
42	Poha (Kurmura / Churmura) Industry	Skilled	350	14450	350	14800	13770	350	14120			
		Semi - Skilled		13940	350	14290	13260	350	13610			
		Unskilled		12495	350	12845	11815	350	12165			
43	Potteries (Matichi Bhandi)	Skilled	5244	8000	5244	13244	7500	5244	12744	7000	5244	12244
		Semi - Skilled		7500	5244	12744	7000	5244	12244	6500	5244	11744
		Unskilled		7000	5244	12244	6500	5244	11744	6000	5244	11244
44	Powerlooms	Skilled	6902	10100	6902	17002	9500	6902	16402	8500	6902	15402
		Semi - Skilled		9500	6902	16402	9000	6902	15902	8000	6902	14902
		Unskilled		9000	6902	15902	8500	6902	15402	7500	6902	14402
45	Premises for Buffaloe & Cow	Skilled	5700	9400	5700	15100	8600	5700	14300	7800	5700	13500
		Semi - Skilled		8700	5700	14400	8000	5700	13700	7200	5700	12900
		Unskilled		8000	5700	13700	7300	5700	13000	6700	5700	12400



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				Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages
				In Rupees (per Month)								
46	Printing Press	Skilled	7130	4600	7130	11730	4300	7130	11430	3700	7130	10830
		Semi - Skilled		4500	7130	11630	4200	7130	11330	3600	7130	10730
		Unskilled		4400	7130	11530	4100	7130	11230	3500	7130	10630
47	Public Motor Transport	Skilled - A	406	19625	406	20031	18975	406	19381			
		Skilled - B		18975	406	19381	18320	406	18726			
		Skilled - C		18320	406	18726	17570	406	17976			
		Semi - Skilled		15890	406	16296	15240	406	15646			
		Unskilled		14490	406	14896	13835	406	14241			
48	Readymade Garments	Skilled	7888	8600	7888	16488	8400	7888	16288	7800	7888	15688
		Semi - Skilled		7900	7888	15788	7700	7888	15588	7100	7888	14988
		Unskilled		7400	7888	15288	7200	7888	15088	6600	7888	14488
49	Rice Flour & Dal Mill	Skilled	364	15580	364	15944	14920	364	15284			
		Semi - Skilled		13850	364	14214	13185	364	13549			
		Unskilled		12860	364	13224	12200	364	12564			
50	Rubber Balloon Manufacturing	Skilled	350	14110	350	14460	13770	350	14120	13430	350	13780
		Semi - Skilled		13430	350	13780	12570	350	12920	12410	350	12760
		Unskilled		12410	350	12760	12155	350	12505	11815	350	12165
51	Rubber Industry	Skilled	434	19090	434	19524	18345	434	18779	17850	434	18284
		Semi - Skilled		17355	434	17789	16195	434	16629	16115	434	16549
		Unskilled		16120	434	16554	15375	434	15809	14880	434	15314
52	Salt Pan Industry	Highly Skilled	350	14195	350	14545	Same as Zone I					
		Skilled		13700	350	14050						
		Semi - Skilled		12810	350	13160						
		Unskilled		11920	350	12270						
53	Saw Mill	Skilled	5126	9450	5126	14576	9100	5126	14226	8750	5126	13876
		Semi - Skilled		8650	5126	13776	8300	5126	13426	7950	5126	13076
		Unskilled		7800	5126	12926	7500	5126	12626	7150	5126	12276



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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	6744	6300	6744	13044	Same as Zone I					
		Semi - Skilled		5800	6744	12544						
		Unskilled		5300	6744	12044						
55	Shop & Commercial Establishments	Skilled	3614	11632	3614	15246	11036	3614	14650	10440	3614	14054
		Semi - Skilled		10856	3614	14470	10260	3614	13874	9664	3614	13278
		Unskilled		10021	3614	13635	9425	3614	13039	8828	3614	12442
56	Soaps & Cosmetics	Skilled	7616	7700	7616	15316	7400	7616	15016	7100	7616	14716
		Semi - Skilled		7000	7616	14616	6700	7616	14316	6400	7616	14016
		Unskilled		6500	7616	14116	6200	7616	13816	5900	7616	13516
57	Silver Industry	Skilled	378	16570	378	16948	15610	378	15988			
		Semi - Skilled		15005	378	15383	14400	378	14778			
		Unskilled		13535	378	13913	12920	378	13298			
58	Steel Furniture	Skilled	7616	7800	7616	15416	7600	7616	15216	7200	7616	14816
		Semi - Skilled		7100	7616	14716	6900	7616	14516	6500	7616	14116
		Unskilled		6800	7616	14416	6400	7616	14016	6000	7616	13616
59	Stone Breaking & Crushing	Skilled	5226	9500	5226	14726	9100	5226	14326			
		Semi - Skilled		8500	5226	13726	8100	5226	13326			
		Unskilled		8000	5226	13226	7600	5226	12826			
60	Sweeper & Scavengers	Full Time	6834	10000	6834	16834	9750	6834	16584	9450	6834	16284
61	Tanneries & Leathers	Skilled	6516	9000	6516	15516	8500	6516	15016	8000	6516	14516
		Semi - Skilled		8500	6516	15016	8000	6516	14516	7500	6516	14016
		Unskilled		8000	6516	14516	7500	6516	14016	7000	6516	13516
62	Utensils	Skilled	8704	9200	8704	17904	9000	8704	17704	8500	8704	17204
		Semi - Skilled		8500	8704	17204	8300	8704	17004	7800	8704	16504
		Unskilled		8000	8704	16704	7800	8704	16504	7300	8704	16004



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				In Rupees (per Month)								
63	Local Authority Industry (other than Village Panchayat)	Skilled	9100	14000	9100	23100	12000	9100	21100	11000	9100	20100
		Semi - Skilled		13000	9100	22100	11000	9100	20100	10000	9100	19100
		Unskilled		11500	9100	20600	10000	9100	19100	8500	9100	17600
64	Watch Strap	Skilled	420	18565	420	18985	17605	420	18025	16550	420	16970
		Semi - Skilled		17255	420	17675	16205	420	16625	15245	420	15665
		Unskilled		16205	420	16625	15245	420	15665	14190	420	14610
65	Wooden Furniture	Skilled	7616	7600	7616	15216	7400	7616	15016	7200	7616	14816
		Semi - Skilled		6900	7616	14516	6700	7616	14316	6500	7616	14116
		Unskilled		6400	7616	14016	6200	7616	13816	6000	7616	13616
66	Wooden Photo Frame	Skilled	7616	7700	7616	15316	7400	7616	15016	7200	7616	14816
		Semi - Skilled		7000	7616	14616	6700	7616	14316	6500	7616	14116
		Unskilled		6500	7616	14116	6200	7616	13816	6000	7616	13616

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.