



Statutory Compliances in HR, HR Statutory Audit & IR Advisory Services

Minimum Wages in Maharashtra 01.01.2021 to 30.06.2021

Sr. No.	Schedule of Employment	Categories of workers	Special Allowance per month	Zone - I			Zone - II			Zone - III		
				Basic Wages	Special Allowance	Total Minimum Wages	Basic Wages	Special Allowance	Total Minimum Wages	Basic Wages	Special Allowance	Total Minimum Wages
				(In Rupees per Month)								
1	Advocates or Attorneys	Skilled	5124	7900	5124	13024	7500	5124	12624			
		Semi skilled		7200	5124	12324	6800	5124	11924			
		Unskilled		6700	5124	11824	6300	5124	11424			
2	Agriculture Employment	On Machines	2643	6240	2643	8883	5980	2643	8623	5850	2643	8493
		Other		4680	2643	7323	4420	2643	7063	4030	2643	6673
3	Automobile Repairing	Skilled	5970	5500	5970	11470	5200	5970	11170	4900	5970	10870
		Semi skilled		5100	5970	11070	4800	5970	10770	4500	5970	10470
		Unskilled		4800	5970	10770	4500	5970	10470	4200	5970	10170
4	Bakeries	Skilled	3016	10100	3016	13116	9750	3016	12766	9350	3016	12366
		semi skilled		9200	3016	12216	8800	3016	11816	8450	3016	11466
		Unskilled		8250	3016	11266	7900	3016	10916	7500	3016	10516
5	Bricks or Roof Tiles	Skilled	3406	8500	3406	11906	8200	3406	11606	Here given for only Roof tile		
		Semi skilled		8000	3406	11406	7750	3406	11156			
		Unskilled		7500	3406	10906	7250	3406	10656			
6	Canteen & Clubs	Skilled	4900	7700	4900	12600	7400	4900	12300	7200	4900	12100
		Semi skilled		7000	4900	11900	6700	4900	11600	6500	4900	11400
		Unskilled		6500	4900	11400	6200	4900	11100	6000	4900	10900
7	Card board Boxes	Skilled	5178	4650	5178	9828	4400	5178	9578	4150	5178	9328
		Semi skilled		4400	5178	9578	4150	5178	9328	3900	5178	9078
		Unskilled		4150	5178	9328	3900	5178	9078	3650	5178	8828
8	Cashew Processing	Group I	3144	7500	3144	10644	Whole State of Maharashtra					
		Group II (A)		7000	3144	10144						
		Group III		6500	3144	9644						
9	Cement and Cement Based Industry	Skilled	5244	3710	5244	8954	3410	5244	8654	3110	5244	8354
		Semi skilled		3610	5244	8854	3310	5244	8554	3010	5244	8254
		Unskilled		3510	5244	8754	3210	5244	8454	2910	5244	8154
10	Chemical Fertilizers	Skilled	5753	5600	5753	11353	5400	5753	11153	5200	5753	10953
		Semi skilled		5100	5753	10853	4900	5753	10653	4700	5753	10453
		Unskilled		4600	5753	10353	4400	5753	10153	4200	5753	9953
11	Cinema Exhibition (Multiplex, Zone I and Zone II)		5352	Multiplex			Zone - I			Zone - II		
		Skilled		5500	5352	10852	5000	5352	10352	4500	5352	9852
		Semi skilled		5000	5352	10352	4500	5352	9852	4000	5352	9352
12	Cleaning and Sorting of Onions	Mukadam	87	240	87	327	Whole State of Maharashtra (Per Day)					
		Unskilled		210	87	297						
		Part Time		126	87	213						
13	Cloth Dyeing & Printing	Skilled	5885	4900	5885	10785	4600	5885	10485			
		Semi skilled		4400	5885	10285	4100	5885	9985			
		Unskilled		4100	5885	9985	3800	5885	9685			
14	Construction of Roads / Building	Skilled	6213	10100	6213	16313	9700	6213	15913	9300	6213	15513
		Semi skilled		9400	6213	15613	9000	6213	15213	8600	6213	14813
		Unskilled		8900	6213	15113	8500	6213	14713	8100	6213	14313
15	Cotton Ginning & Pressing	Skilled	5597	5200	5597	10797	5000	5597	10597	4800	5597	10397
		Semi skilled		4700	5597	10297	4500	5597	10097	4300	5597	9897
		Unskilled		4200	5597	9797	4000	5597	9597	3800	5597	9397
16	Cycle Mechanic Work Shops	Skilled	5492	5500	5492	10992	5000	5492	10492			
		Semi skilled		5000	5492	10492	4500	5492	9992			
		Unskilled		4500	5492	9992	4000	5492	9492			
17	Dairy Industry	Skilled	5863	5500	5863	11363	5250	5863	11113	5000	5863	10863
		Semi skilled		5000	5863	10863	4750	5863	10613	4500	5863	10363
		Unskilled		4500	5863	10363	4250	5863	10113	4000	5863	9863
18	Dispensary	Skilled	5075	9000	5075	14075	8700	5075	13775	8000	5075	13075
		Semi skilled		8800	5075	13875	8300	5075	13375	7800	5075	12875
		Unskilled		8500	5075	13575	8000	5075	13075	7500	5075	12575

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				Basic Wages	Special Allowance	Total Minimum Wages	Basic Wages	Special Allowance	Total Minimum Wages	Basic Wages	Special Allowance	Total Minimum Wages
				(In Rupees per Month)								
19	Drugs & Pharmaceuticals	Skilled	4900	7700	4900	12600	7400	4900	12300	7200	4900	12100
		Semi skilled		7000	4900	11900	6700	4900	11600	6500	4900	11400
		Unskilled		6500	4900	11400	6200	4900	11100	6000	4900	10900
20	Dyes & Chemicals	Skilled	3565	8200	3565	11765	7500	3565	11065	6500	3565	10065
		Semi skilled		7700	3565	11265	7000	3565	10565	6000	3565	9565
		Unskilled		7200	3565	10765	6500	3565	10065	5500	3565	9065
21	Eatable Tobacco	Skilled	5045	3700	5045	8745	Whole State of Maharashtra					
		Semi skilled		3200	5045	8245						
		Unskilled		3000	5045	8045						
22	Engineering Industry	Skilled	4900	7800	4900	12700	7600	4900	12500	7200	4900	12100
		Semi skilled		7100	4900	12000	6900	4900	11800	6500	4900	11400
		Unskilled		6600	4900	11500	6400	4900	11300	6000	4900	10900
23	Exercise Books	Skilled	3850	6000	3850	9850	5600	3850	9450	5200	3850	9050
		Semi skilled		5800	3850	9650	5400	3850	9250	5000	3850	8850
		Unskilled		5600	3850	9450	5200	3850	9050	4800	3850	8650
24	Factories under Factories Act (Residuary)	Skilled	675	12605	675	13280	11770	675	12445	11255	675	11930
		Semi skilled		11445	675	12120	10800	675	11475	10160	675	10835
		Unskilled		10350	675	11025	9705	675	10380	9000	675	9675
25	Film Production Studios	Skilled	6276	5700	6276	11976	5500	6276	11776			
		Semi skilled		5200	6276	11476	5000	6276	11276			
		Unskilled		4700	6276	10976	4500	6276	10776			
26	Forest & Forestry		5368	Highly Remote Areas			Other Areas					
		Skilled		6000	5368	11368	5500	5368	10868			
		Unskilled-heavy		5600	5368	10968	5100	5368	10468			
		Unskilled-light		5200	5368	10568	4700	5368	10068			
27	Fountain pen & Ball Pen	Skilled	6371	5300	6371	11671	5100	6371	11471			
		Semi skilled		5050	6371	11421	4850	6371	11221			
		Unskilled		4800	6371	11171	4600	6371	10971			
28	Glass Bulb	Skilled	4900	7800	4900	12700	7600	4900	12500	7200	4900	12100
		Semi skilled		7100	4900	12000	6900	4900	11800	6500	4900	11400
		Unskilled		6600	4900	11500	6400	4900	11300	6000	4900	10900
29	Glass Industry	Skilled	4900	7700	4900	12600	7400	4900	12300	7200	4900	12100
		Semi skilled		7000	4900	11900	6700	4900	11600	6500	4900	11400
		Unskilled		6500	4900	11400	6200	4900	11100	6000	4900	10900
30	Hair cutting saloon	Skilled	4900	7700	4900	12600	7400	4900	12300	6900	4900	11800
		Semi skilled		7000	4900	11900	6700	4900	11600	6200	4900	11100
		Unskilled		6500	4900	11400	6200	4900	11100	5700	4900	10600
31	Handlooms Industry		3013	Upto 50 looms			51 to 100 looms			Above 100 looms		
		Skilled		7000	3013	10013	8000	3013	11013	8500	3013	11513
		Semi skilled		6500	3013	9513	7500	3013	10513	8000	3013	11013
		Unskilled		6000	3013	9013	7000	3013	10013	7500	3013	10513
32	Hospital	Skilled	5710	6200	5710	11910	6000	5710	11710	5800	5710	11510
		Semi skilled		5700	5710	11410	5500	5710	11210	5300	5710	11010
		Unskilled		5300	5710	11010	5100	5710	10810	4900	5710	10610
33	Hotels & Restaurants	Skilled	4900	7700	4900	12600	7400	4900	12300	7200	4900	12100
		Semi skilled		7000	4900	11900	6700	4900	11600	6500	4900	11400
		Unskilled		6500	4900	11400	6200	4900	11100	6000	4900	10900
34	Ice & Cold Drinks Manufactory	Skilled	5071	6000	5071	11071	5700	5071	10771			
		Semi skilled		5500	5071	10571	5200	5071	10271			
		Unskilled		5000	5071	10071	4700	5071	9771			
35	Laundry	Skilled	4900	7700	4900	12600	7400	4900	12300	7200	4900	12100
		Semi skilled		7000	4900	11900	6700	4900	11600	6500	4900	11400
		Unskilled		6500	4900	11400	6200	4900	11100	6000	4900	10900
36	Liquor Manufactory	Skilled	3312	9910	3312	13222	9190	3312	12502	8470	3312	11782
		Semi skilled		9670	3312	12982	8950	3312	12262	8225	3312	11537
		Unskilled		9430	3312	12742	8710	3312	12022	7990	3312	11302
37	Oil Mill	Skilled	3248	10350	3248	13598	9800	3248	13048			
		Semi skilled		9400	3248	12648	8850	3248	12098			
		Unskilled		8500	3248	11748	7950	3248	11198			
38	Optical Frames	Skilled	5648	5600	5648	11248	5400	5648	11048	5200	5648	10848
		Semi skilled		5100	5648	10748	4900	5648	10548	4700	5648	10348
		Unskilled		4600	5648	10248	4400	5648	10048	4200	5648	9848
39	Paints & Varnishes	Skilled	4900	8200	4900	13100	7800	4900	12700	7400	4900	12300
		Semi skilled		7500	4900	12400	7100	4900	12000	6700	4900	11600
		Unskilled		7000	4900	11900	6600	4900	11500	6200	4900	11100
40	Paper & Paper Board	Skilled	5612	6100	5612	11712	5900	5612	11512	5700	5612	11312
		Semi skilled		5600	5612	11212	5400	5612	11012	5200	5612	10812

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				(In Rupees per Month)								
		Unskilled		5100	5612	10712	4900	5612	10512	4700	5612	10312
41	Plastic Industry	Skilled	5492	5300	5492	10792	5150	5492	10642	5000	5492	10492
		Semi skilled		4800	5492	10292	4650	5492	10142	4500	5492	9992
		Unskilled		4300	5492	9792	4150	5492	9642	4000	5492	9492
42	Poha (kurmure Churmura) Industry	Skilled	5885	4400	5885	10285	4200	5885	10085			
		Semi skilled		4250	5885	10135	4050	5885	9935			
		Unskilled		3800	5885	9685	3600	5885	9485			
43	Potteries (Matichi Bhandi)	Skilled	3013	8000	3013	11013	7500	3013	10513	7000	3013	10013
		Semi skilled		7500	3013	10513	7000	3013	10013	6500	3013	9513
		Unskilled		7000	3013	10013	6500	3013	9513	6000	3013	9013
44	Power looms	Skilled A	4089	10100	4089	14189	9500	4089	13589	8500	4089	12589
		Semi skilled		9500	4089	13589	9000	4089	13089	8000	4089	12089
		Unskilled		9000	4089	13089	8500	4089	12589	7500	4089	11589
45	Premises for Buffaloes or Cows	Skilled	3275	9400	3275	12675	8600	3275	11875	7800	3275	11075
		Semi skilled		8700	3275	11975	8000	3275	11275	7200	3275	10475
		Unskilled		8000	3275	11275	7300	3275	10575	6700	3275	9975
46	Printing Press	Skilled	5244	4600	5244	9844	4300	5244	9544	3700	5244	8944
		Semi skilled		4500	5244	9744	4200	5244	9444	3600	5244	8844
		Unskilled		4400	5244	9644	4100	5244	9344	3500	5244	8744
47	Public Motor Transport	Skilled A	5885	5700	5885	11585	5500	5885	11385			
		Skilled B		5500	5885	11385	5300	5885	11185			
		Skilled C		5300	5885	11185	5100	5885	10985			
		Semi skilled		4600	5885	10485	4400	5885	10285			
		Unskilled		4200	5885	10085	4000	5885	9885			
48	Readymade Garments	Skilled	5075	8600	5075	13675	8400	5075	13475	7800	5075	12875
		Semi skilled		7900	5075	12975	7700	5075	12775	7100	5075	12175
		Unskilled		7400	5075	12475	7200	5075	12275	6600	5075	11675
49	Rice Flour & Dal Mill	Skilled	5885	4600	5885	10485	4400	5885	10285			
		Semi skilled		4100	5885	9985	3900	5885	9785			
		Unskilled		3800	5885	9685	3600	5885	9485			
50	Rubber Balloon Manufacturing	Skilled	5885	4300	5885	10185	4200	5885	10085	4100	5885	9985
		Semi skilled		4100	5885	9985	3900	5885	9785	3800	5885	9685
		Unskilled		3800	5885	9685	3700	5885	9585	3600	5885	9485
51	Rubber Industry	Skilled	4900	7700	4900	12600	7400	4900	12300	7200	4900	12100
		Semi skilled		7000	4900	11900	6700	4900	11600	6500	4900	11400
		Unskilled		6500	4900	11400	6200	4900	11100	6000	4900	10900
52	Salt Pan Industry	Highly Skilled	5492	5000	5492	10492	Whole State of Maharashtra					
		Skilled		4600	5492	10092						
		Semi skilled		4300	5492	9792						
		Unskilled		4000	5492	9492						
53	Saw Mills	Skilled	2652	9450	2652	12102	9100	2652	11752	8750	2652	11402
		Semi skilled		8650	2652	11302	8300	2652	10952	7950	2652	10602
		Unskilled		7800	2652	10452	7500	2652	10152	7150	2652	9802
54	Seepz	Skilled	4997	6300	4997	11297	Whole State of Maharashtra					
		Semi skilled		5800	4997	10797						
		Unskilled		5300	4997	10297						
55	Shops & Commercial Establishments	Skilled	1092	11632	1092	12724	11036	1092	12128	10440	1092	11532
		Semi skilled		10856	1092	11948	10260	1092	11352	9664	1092	10756
		Unskilled		10021	1092	11113	9425	1092	10517	8828	1092	9920
56	Soaps & Cosmetics	Skilled	4900	7700	4900	12600	7400	4900	12300	7100	4900	12000
		Semi skilled		7000	4900	11900	6700	4900	11600	6400	4900	11300
		Unskilled		6500	4900	11400	6200	4900	11100	5900	4900	10800
57	Silver Industry	Skilled	5753	5500	5753	11253	5200	5753	10953			
		Semi skilled		5000	5753	10753	4800	5753	10553			
		Unskilled		4500	5753	10253	4300	5753	10053			
58	Steel Furnitures	Skilled	4900	7800	4900	12700	7600	4900	12500	7200	4900	12100
		Semi skilled		7100	4900	12000	6900	4900	11800	6500	4900	11400
		Unskilled		6800	4900	11700	6400	4900	11300	6000	4900	10900
59	Stone Breakings & crushings	Skilled	2704	9500	2704	12204	9100	2704	11804			
		Semi skilled		8500	2704	11204	8100	2704	10804			
		Unskilled		8000	2704	10704	7600	2704	10304			
60	Sweeper & Scavengers	Full Time	3536	10000	3536	13536	9750	3536	13286	9450	3536	12986
61	Tanneries & Leathers	Skilled	3537	9000	3537	12537	8500	3537	12037	8000	3537	11537
		Semi skilled		8500	3537	12037	8000	3537	11537	7500	3537	11037
		Unskilled		8000	3537	11537	7500	3537	11037	7000	3537	10537

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				(In Rupees per Month)								
62	Tobacco Bidi making		2508									
63	Utensils	Skilled	5600	9200	5600	14800	9000	5600	14600	8500	5600	14100
		Semi skilled		8500	5600	14100	8300	5600	13900	7800	5600	13400
		Unskilled		8000	5600	13600	7800	5600	13400	7300	5600	12900
64	Local Authority Industry (Other than Village Panchayat)	Skilled	5705	14000	5705	19705	12000	5705	17705	11000	5705	16705
		Semi skilled		13000	5705	18705	11000	5705	16705	10000	5705	15705
		Unskilled		11500	5705	17205	10000	5705	15705	8500	5705	14205
65	Village Panchayat	Skilled	403									
		Semi skilled										
		Unskilled										
66	Watch Straps	Skilled	5885	5500	5885	11385	5200	5885	11085	4900	5885	10785
		Semi skilled		5100	5885	10985	4800	5885	10685	4500	5885	10385
		Unskilled		4800	5885	10685	4500	5885	10385	4200	5885	10085
67	Wooden Furniture	Skilled	4900	7600	4900	12500	7400	4900	12300	7200	4900	12100
		Semi skilled		6900	4900	11800	6700	4900	11600	6500	4900	11400
		Unskilled		6400	4900	11300	6200	4900	11100	6000	4900	10900
68	Wooden Photo Frames	Skilled	4900	7700	4900	12600	7400	4900	12300	7200	4900	12100
		Semi skilled		7000	4900	11900	6700	4900	11600	6500	4900	11400
		Unskilled		6500	4900	11400	6200	4900	11100	6000	4900	10900

Zone I shall comprise of the areas falling within the limits of all Municipal Corporations, Cantonment areas and Industrial areas within 20 Kilometers 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.

Source: Special Allowance Notification dated 5th February 2021, by Deputy Labour Commissioner under Minimum Wages Act, Mumbai.

Minimum Wages have been provided in Maharashtra by the Labour Department of Maharashtra states. All efforts have been made to update the minimum wages data. However, there might be unforeseen errors.