

- HR Compliances Audit – Establishment / Factory / Contract Labours / Payroll
- Establishment Compliances Services (ECS)
- Payroll Management Support
- Labour Updates & Legal Consultation Support

Website :- www.pcsmgmt.com
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Minimum Wages in Maharashtra 01.01.2023 to 30.06.2023

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	1287	16620	1287	17907	7500	1287	8787			
		Semi skilled		15150	1287	16437	6800	1287	8087			
		Unskilled		14095	1287	15382	6300	1287	7587			
2	Agriculture Employment	On Machines	3226	6240	3226	9466	5980	3226	9206	5850	3226	9076
		Other		4680	3226	7906	2622	3226	5848	4030	3226	7256
3	Automobile Repairing	Skilled	7325	5500	7325	12825	5200	7325	12525	4900	7325	12225
		Semi skilled		5100	7325	12425	4800	7325	12125	4500	7325	11825
		Unskilled		4800	7325	12125	4500	7325	11825	4200	7325	11525
4	Bakeries	Skilled	4368	10100	4368	14468	9750	4368	14118	9350	4368	13718
		semi skilled		9200	4368	13568	8800	4368	13168	8450	4368	12818
		Unskilled		8250	4368	12618	7900	4368	12268	7500	4368	11868
5	Bricks or Roof Tiles	Skilled	4758	8500	4758	13258	8200	4758	12958			
		Semi skilled		8000	4758	12758	7750	4758	12508			
		Unskilled		7500	4758	12258	7250	4758	12008			
6	Canteen & Clubs	Skilled	6356	7700	6356	14056	7400	6356	13756	7200	6356	13556
		Semi skilled		7000	6356	13356	6700	6356	13056	6500	6356	12856
		Unskilled		6500	6356	12856	6200	6356	12556	6000	6356	12356
7	Card board Boxes	Skilled	6376	4650	6376	11026	4400	6376	10776	4150	6376	10526
		Semi skilled		4400	6376	10776	4150	6376	10526	3900	6376	10276
		Unskilled		4150	6376	10526	3900	6376	10276	3650	6376	10026
8	Cashew Processing	Group I	4392	7500	4392	11892	Whole State of Maharashtra					
		Group II (A)		7000	4392	11392						
		Group III		6500	4392	10892						
9	Cement and Cement Based Industry	Skilled	6236	3710	6236	9946	3410	6236	9646	3110	6236	9346
		Semi skilled		3610	6236	9846	3310	6236	9546	3010	6236	9246
		Unskilled		3510	6236	9746	3210	6236	9446	2910	6236	9146
10	Chemical Fertilizers	Skilled	7084	5600	7084	12684	5400	7084	12484	5200	7084	12284
		Semi skilled		5100	7084	12184	4900	7084	11984	4700	7084	11784
		Unskilled		4600	7084	11684	4400	7084	11484	4200	7084	11284
11	Cinema Exhibition (Multiplex, Zone I and Zone II)			Multiplex			Zone - I			Zone - II		
		Skilled	6468	5500	6468	11968	5000	6468	11468	4500	6468	10968
		Semi skilled		5000	6468	11468	4500	6468	10968	4000	6468	10468

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(In Rupees per Month)												
				4500	6468	10968	4000	6468	10468	3500	6468	9968
12	Cleaning and Sorting of Onions	Mukadam	125	240	125	365	Whole State of Maharashtra (Per Day)					
		Unskilled		210	125	335						
		Part Time		126	125	251						
13	Cloth Dyeing & Printing	Skilled	7156	4900	7156	12056	4600	7156	11756			
		Semi skilled		4400	7156	11556	4100	7156	11256			
		Unskilled		4100	7156	11256	3800	7156	10956			
14	Construction of Roads / Building	Skilled	8059	10100	8059	18159	9700	8059	17759	9300	8059	17359
		Semi skilled		9400	8059	17459	9000	8059	17059	8600	8059	16659
		Unskilled		8900	8059	16959	8500	8059	16559	8100	8059	16159
15	Cotton Ginning & Pressing	Skilled	6867	5200	6867	12067	5000	6867	11867	4800	6867	11667
		Semi skilled		4700	6867	11567	4500	6867	11367	4300	6867	11167
		Unskilled		4200	6867	11067	4000	6867	10867	3800	6867	10667
16	Cycle Mechanic Work Shops	Skilled	6762	5500	6762	12262	5000	6762	11762			
		Semi skilled		5000	6762	11762	4500	6762	11262			
		Unskilled		4500	6762	11262	4000	6762	10762			
17	Dairy Industry	Skilled	7194	5500	7194	12694	5250	7194	12444	5000	7194	12194
		Semi skilled		5000	7194	12194	4750	7194	11944	4500	7194	11694
		Unskilled		4500	7194	11694	4250	7194	11444	4000	7194	11194
18	Dispensary	Skilled	6583	9000	6583	15583	8700	6583	15283	8000	6583	14583
		Semi skilled		8800	6583	15383	8300	6583	14883	7800	6583	14383
		Unskilled		8500	6583	15083	8000	6583	14583	7500	6583	14083
19	Drugs & Pharmaceuticals	Skilled	775	16605	775	17380	16000	775	16775	15590	775	16365
		Semi skilled		15185	775	15960	14580	775	15355	14170	775	14945
		Unskilled		14170	775	14945	13565	775	14340	13155	775	13930
20	Dyes & Chemicals	Skilled	4761	8200	4761	12961	7500	4761	12261	6500	4761	11261
		Semi skilled		7700	4761	12461	7000	4761	11761	6000	4761	10761
		Unskilled		7200	4761	11961	6500	4761	11261	5500	4761	10261
21	Eatable Tobacco	Skilled	6134	3700	6134	9834	Whole State of Maharashtra					
		Semi skilled		3200	6134	9334						
		Unskilled		3000	6134	9134						

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22	Engineering Industry	Skilled	775	16450	775	17225	16045	775	16820	15225	775	16000
		Semi skilled		15025	775	15800	14620	775	15395	13805	775	14580
		Unskilled		14010	775	14785	13605	775	14380	12795	775	13570
23	Exercise Books	Skilled	4994	6000	4994	10994	5600	4994	10594	5200	4994	10194
		Semi skilled		5800	4994	10794	5400	4994	10394	5000	4994	9994
		Unskilled		5600	4994	10594	5200	4994	10194	4800	4994	9794
24	Factories under Factories Act (Residuary)	Skilled	1975	12605	1975	14580	11770	1975	13745	11255	1975	13230
		Semi skilled		11445	1975	13420	10800	1975	12775	10160	1975	12135
		Unskilled		10350	1975	12325	9705	1975	11680	9000	1975	10975
25	Film Production Studios	Skilled	7728	5700	7728	13428	5500	7728	13228			
		Semi skilled		5200	7728	12928	5000	7728	12728			
		Unskilled		4700	7728	12428	4500	7728	12228			
26	Forest & Forestry		6699	Highly Remote Areas			Other Areas					
		Skilled		6000	6699	12699	5500	6699	12199			
		Unskilled-heavy		5600	6699	12299	5100	6699	11799			
27	Fountain pen & Ball Pen	Unskilled-light		5200	6699	11899	4700	6699	11399			
		Skilled	7763	5300	7763	13063	5100	7763	12863			
		Semi skilled		5050	7763	12813	4850	7763	12613			
Unskilled	4800	7763		12563	4600	7763	12363					
28	Glass Bulb	Skilled	6356	7800	6356	14156	7600	6356	13956	7200	6356	13556
		Semi skilled		7100	6356	13456	6900	6356	13256	6500	6356	12856
		Unskilled		6600	6356	12956	6400	6356	12756	6000	6356	12356
29	Glass Industry	Skilled	6356	7700	6356	14056	7400	6356	13756	7200	6356	13556
		Semi skilled		7000	6356	13356	6700	6356	13056	6500	6356	12856
		Unskilled		6500	6356	12856	6200	6356	12556	6000	6356	12356
30	Hair cutting saloon	Skilled	6356	7700	6356	14056	7400	6356	13756	6900	6356	13256
		Semi skilled		7000	6356	13356	6700	6356	13056	6200	6356	12556
		Unskilled		6500	6356	12856	6200	6356	12556	5700	6356	12056
31	Handlooms Industry			Upto 50 looms			51 to 100 looms			Above 100 looms		
		Skilled	4209	7000	4209	11209	8000	4209	12209	8500	4209	12709
		Semi skilled		6500	4209	10709	7500	4209	11709	8000	4209	12209
Unskilled	6000	4209		10209	7000	4209	11209	7500	4209	11709		

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(In Rupees per Month)												
32	Hospital	Skilled	7125	6200	7125	13325	6000	7125	13125	5800	7125	12925
		Semi skilled		5700	7125	12825	5500	7125	12625	5300	7125	12425
		Unskilled		5300	7125	12425	5100	7125	12225	4900	7125	12025
33	Hotels & Restaurants	Skilled	6356	7700	6356	14056	7400	6356	13756	7200	6356	13556
		Semi skilled		7000	6356	13356	6700	6356	13056	6500	6356	12856
		Unskilled		6500	6356	12856	6200	6356	12556	6000	6356	12356
34	Ice & Cold Drinks Manufactory	Skilled	6377	6000	6377	12377	5700	6377	12077			
		Semi skilled		5500	6377	11877	5200	6377	11577			
		Unskilled		5000	6377	11377	4700	6377	11077			
35	Laundry	Skilled	6356	7700	6356	14056	7400	6356	13756	7200	6356	13556
		Semi skilled		7000	6356	13356	6700	6356	13056	6500	6356	12856
		Unskilled		6500	6356	12856	6200	6356	12556	6000	6356	12356
36	Liquor Manufactory	Skilled	4784	9910	4784	14694	9190	4784	13974	8470	4784	13254
		Semi skilled		9670	4784	14454	8950	4784	13734	8225	4784	13009
		Unskilled		9430	4784	14214	8710	4784	13494	7990	4784	12774
37	Oil Mill	Skilled	4704	10350	4704	15054	9800	4704	14504			
		Semi skilled		9400	4704	14104	8850	4704	13554			
		Unskilled		8500	4704	13204	7950	4704	12654			
38	Optical Frames	Skilled	6955	5600	6955	12555	5400	6955	12355	5200	6955	12155
		Semi skilled		5100	6955	12055	4900	6955	11855	4700	6955	11655
		Unskilled		4600	6955	11555	4400	6955	11355	4200	6955	11155
39	Paints & Varnishes	Skilled	6356	8200	6356	14556	7800	6356	14156	7400	6356	13756
		Semi skilled		7500	6356	13856	7100	6356	13456	6700	6356	13056
		Unskilled		7000	6356	13356	6600	6356	12956	6200	6356	12556
40	Paper & Paper Board	Skilled	7004	6100	7004	13104	5900	7004	12904	5700	7004	12704
		Semi skilled		5600	7004	12604	5400	7004	12404	5200	7004	12204
		Unskilled		5100	7004	12104	4900	7004	11904	4700	7004	11704
41	Plastic Industry	Skilled	6762	5300	6762	12062	5150	6762	11912	5000	6762	11762
		Semi skilled		4800	6762	11562	4650	6762	11412	4500	6762	11262
		Unskilled		4300	6762	11062	4150	6762	10912	4000	6762	10762
42	Poha (kurmure Churmura) Industry	Skilled	7156	4400	7156	11556	4200	7156	11356			
		Semi skilled		4250	7156	11406	4050	7156	11206			

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(In Rupees per Month)												
43	Potteries (Matichi Bhandi)	Unskilled	4209	3800	7156	10956	3600	7156	10756			
		Skilled		8000	4209	12209	7500	4209	11709	7000	4209	11209
		Semi skilled		7500	4209	11709	7000	4209	11209	6500	4209	10709
44	Power looms	Unskilled	5597	7000	4209	11209	6500	4209	10709	6000	4209	10209
		Skilled A		10100	5597	15697	9500	5597	15097	8500	5597	14097
		Semi skilled		9500	5597	15097	9000	5597	14597	8000	5597	13597
45	Premises for Buffaloes or Cows	Unskilled	4575	9000	5597	14597	8500	5597	14097	7500	5597	13097
		Skilled		9400	4575	13975	8600	4575	13175	7800	4575	12375
		Semi skilled		8700	4575	13275	8000	4575	12575	7200	4575	11775
46	Printing Press	Unskilled	6236	8000	4575	12575	7300	4575	11875	6700	4575	11275
		Skilled		4600	6236	10836	4300	6236	10536	3700	6236	9936
		Semi skilled		4500	6236	10736	4200	6236	10436	3600	6236	9836
47	Public Motor Transport	Unskilled	7156	4400	6236	10636	4100	6236	10336	3500	6236	9736
		Skilled A		5700	7156	12856	5500	7156	12656			
		Skilled B		5500	7156	12656	5300	7156	12456			
		Skilled C		5300	7156	12456	5100	7156	12256			
		Semi skilled		4600	7156	11756	4400	7156	11556			
48	Readymade Garments	Unskilled	6583	4200	7156	11356	4000	7156	11156			
		Skilled		8600	6583	15183	8400	6583	14983	7800	6583	14383
		Semi skilled		7900	6583	14483	7700	6583	14283	7100	6583	13683
49	Rice Flour & Dal Mill	Unskilled	7156	7400	6583	13983	7200	6583	13783	6600	6583	13183
		Skilled		4600	7156	11756	4400	7156	11556			
		Semi skilled		4100	7156	11256	3900	7156	11056			
50	Rubber Balloon Manufacturing	Unskilled	7156	3800	7156	10956	3600	7156	10756			
		Skilled		4300	7156	11456	4200	7156	11356	4100	7156	11256
		Semi skilled		4100	7156	11256	3900	7156	11056	3800	7156	10956
51	Rubber Industry	Unskilled	6356	3800	7156	10956	3700	7156	10856	3600	7156	10756
		Skilled		7700	6356	14056	7400	6356	13756	7200	6356	13556
		Semi skilled		7000	6356	13356	6700	6356	13056	6500	6356	12856
52	Salt Pan Industry	Unskilled	6762	6500	6356	12856	6200	6356	12556	6000	6356	12356
		Highly Skilled		5000	6762	11762	Whole State of Maharashtra					
		Skilled		4600	6762	11362						

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52		Semi skilled		4300	6762	11062						
		Unskilled		4000	6762	10762						
53	Saw Mills	Skilled	3978	9450	3978	13428	9100	3978	13078	8750	3978	12728
		Semi skilled		8650	3978	12628	8300	3978	12278	7950	3978	11928
		Unskilled		7800	3978	11778	7500	3978	11478	7150	3978	11128
54	Seepz	Skilled	5930	6300	5930	12230	Whole State of Maharashtra					
		Semi skilled		5800	5930	11730						
		Unskilled		5300	5930	11230						
55	Shops & Commercial Establishments	Skilled	2444	11632	2444	14076	11036	2444	13480	10440	2444	12884
		Semi skilled		10856	2444	13300	10260	2444	12704	9664	2444	12108
		Unskilled		10021	2444	12465	9425	2444	11869	8828	2444	11272
56	Soaps & Cosmetics	Skilled	6356	7700	6356	14056	7400	6356	13756	7100	6356	13456
		Semi skilled		7000	6356	13356	6700	6356	13056	6400	6356	12756
		Unskilled		6500	6356	12856	6200	6356	12556	5900	6356	12256
57	Silver Industry	Skilled	7084	5500	7084	12584	5200	7084	12284			
		Semi skilled		5000	7084	12084	4800	7084	11884			
		Unskilled		4500	7084	11584	4300	7084	11384			
58	Steel Furnitures	Skilled	6356	7800	6356	14156	7600	6356	13956	7200	6356	13556
		Semi skilled		7100	6356	13456	6900	6356	13256	6500	6356	12856
		Unskilled		6800	6356	13156	6400	6356	12756	6000	6356	12356
59	Stone Breakings & crushings	Skilled	4056	9500	4056	13556	9100	4056	13156			
		Semi skilled		8500	4056	12556	8100	4056	12156			
		Unskilled		8000	4056	12056	7600	4056	11656			
60	Sweeper & Scavengers	Full Time	5304	10000	5304	15304	9750	5304	15054	9450	5304	14754
61	Tanneries & Leathers	Skilled	4941	9000	4941	13941	8500	4941	13441	8000	4941	12941
		Semi skilled		8500	4941	13441	8000	4941	12941	7500	4941	12441
		Unskilled		8000	4941	12941	7500	4941	12441	7000	4941	11941
62	Utensils	Skilled	7264	9200	7264	16464	9000	7264	16264	8500	7264	15764
		Semi skilled		8500	7264	15764	8300	7264	15564	7800	7264	15064
		Unskilled		8000	7264	15264	7800	7264	15064	7300	7264	14564
	Local Authority Industry	Skilled	7525	14000	7525	21525	12000	7525	19525	11000	7525	18525

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63	(Other than Village Panchayat)	Semi skilled		13000	7525	20525	11000	7525	18525	10000	7525	17525
		Unskilled		11500	7525	19025	10000	7525	17525	8500	7525	16025
64	Watch Straps	Skilled	7156	5500	7156	12656	5200	7156	12356	4900	7156	12056
		Semi skilled		5100	7156	12256	4800	7156	11956	4500	7156	11656
		Unskilled		4800	7156	11956	4500	7156	11656	4200	7156	11356
65	Wooden Furniture	Skilled	6356	7600	6356	13956	7400	6356	13756	7200	6356	13556
		Semi skilled		6900	6356	13256	6700	6356	13056	6500	6356	12856
		Unskilled		6400	6356	12756	6200	6356	12556	6000	6356	12356
66	Wooden Photo Frames	Skilled	6356	7700	6356	14056	7400	6356	13756	7200	6356	13556
		Semi skilled		7000	6356	13356	6700	6356	13056	6500	6356	12856
		Unskilled		6500	6356	12856	6200	6356	12556	6000	6356	12356

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.