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

Website :- www.pcsmgmt.com
Blog :-blog.pcsmgmt.com
Contact :-9322230818

Minimum Wages in Maharashtra
01.07.2025 to 31.12.2025

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	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	Card board Boxes	Skilled	322	14000	322	**14322**	14000	322	**14322**	14000	322	**14322**
		Semi skilled		13225	322	**13547**	13225	322	**13547**	13225	322	**13547**
		Unskilled		12490	322	**12812**	12490	322	**12812**	12490	322	**12812**
8	Cashew Processing	Group I	5472	7500	5472	**12972**	Whole State of Maharashtra					
		Group II (A)		7000	5472	**12472**						
		Group III		6500	5472	**11972**						
9	Cement and Cement Based Industry	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**
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 (Multiplex, Zone I and Zone II			Multiplex			Zone - I			Zone - II		
		Skilled	7473	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 and Sorting of Onions	Mukadam	158	240	158	**398**	**Whole State of Maharashtra (Per Day)**					
		Unskilled		210	158	**368**						
		Part Time		126	158	**284**						
12	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**			
13	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**
14	Cotton Ginning & Pressing	Skilled	350	16080	350	**16430**	16080	350	**16430**	16080	350	**16430**
		Semi skilled		14530	350	**14880**	14530	350	**14880**	14530	350	**14880**

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

Website :- www.pcsmgmt.com
Blog :-blog.pcsmgmt.com
Contact :-9322230818

Minimum Wages in Maharashtra
01.07.2025 to 31.12.2025

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)								
		Unskilled		12980	350	**13330**	12980	350	**13330**	12980	350	**13330**
15	Cycle Mechanic Work Shops	Skilled	350	16235	350	**16585**	16585	350	**16935**			
		Semi skilled		14705	350	**15055**	15055	350	**15405**			
		Unskilled		13260	350	**13610**	13610	350	**13960**			
16	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**
17	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**
18	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**
19	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**
20	Eatable Tobacco	Skilled	7115	3700	7115	**10815**	Whole State of Maharashtra					
		Semi skilled		3200	7115	**10315**						
		Unskilled		3000	7115	**10115**						
21	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**
22	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**
23	Factories under Factories 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**
24	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**			
25	Forest & Forestry			Highly Remote Areas			Other Areas					
		Skilled	392	16380	392	**16772**	15130	392	**15522**			
		Unskilled-heavy		15400	392	**15792**	13975	392	**14367**			
		Unskilled-light		14420	392	**14812**	12995	392	**13387**			
26	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**			
27	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**
28	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**
29	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**
30	Handlooms Industry			Upto 50 looms			51 to 100 looms			Above 100 looms		
		Skilled	5244	7000	5244	**12244**	8000	5244	**13244**	8500	5244	**13744**

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

Website :- www.pcsmgmt.com
Blog :-blog.pcsmgmt.com
Contact :-9322230818

Minimum Wages in Maharashtra
01.07.2025 to 31.12.2025

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)								
30		Semi skilled		6500	5244	**11744**	7500	5244	**12744**	8000	5244	**13244**
		Unskilled		6000	5244	**11244**	7000	5244	**12244**	7500	5244	**12744**
31	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**	14865	420	**15285**	14260	420	**14680**
32	Hotels & Restaurants	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**
33	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**			
34	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**
35	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**
36	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**			
37	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**
38	Paints & Varnishes	Skilled	7616	8200	7616	**15816**	7800	7616	**15416**	7400	7616	**15016**
		Semi skilled		7500	7616	**15116**	7100	7616	**14716**	6700	7616	**14316**
		Unskilled		7000	7616	**14616**	6600	7616	**14216**	6200	7616	**13816**
39	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**
40	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**
41	Poha (kurmure 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**			
42	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**
43	Power looms	Skilled A	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**
44	Premises for Buffaloes or Cows	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**
45	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**
46	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**			

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

Website :- www.pcsmgmt.com
Blog :-blog.pcsmgmt.com
Contact :-9322230818

Minimum Wages in Maharashtra
01.07.2025 to 31.12.2025

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)								
		Semi skilled		15890	406	**16296**	15240	406	**15646**			
		Unskilled		14490	406	**14896**	13835	406	**14241**			
47	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**
48	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**			
49	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**
50	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**
51	Salt Pan Industry	Highly Skilled	350	14195	350	**14545**	Whole State of Maharashtra					
		Skilled		13700	350	**14050**						
		Semi skilled		12810	350	**13160**						
		Unskilled		11920	350	**12270**						
52	Saw Mills	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**
53	Seepz	Skilled	6744	6300	6744	**13044**	Whole State of Maharashtra					
		Semi skilled		5800	6744	**12544**						
		Unskilled		5300	6744	**12044**						
54	Shops & 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**
55	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**
56	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**			
57	Steel Furnitures	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**
58	Stone Breakings & crushings	Skilled	5226	9500	5226	**14726**	9100	5226	**14326**			
		Semi skilled		8500	5226	**13726**	8100	5226	**13326**			
		Unskilled		8000	5226	**13226**	7600	5226	**12826**			
59	Sweeper & Scavengers	Full Time	6834	10000	6834	**16834**	9750	6834	**16584**	9450	6834	**16284**
60	Tanneries & Leathers	Skilled	6156	9000	6156	**15156**	8500	6156	**14656**	8000	6156	**14156**
		Semi skilled		8500	6156	**14656**	8000	6156	**14156**	7500	6156	**13656**
		Unskilled		8000	6156	**14156**	7500	6156	**13656**	7000	6156	**13156**
61	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**
62	Local Authority Industry (Other than Village	Skilled	9100	14000	9100	**23100**	12000	9100	**21100**	11000	9100	**20100**
		Semi skilled		13000	9100	**22100**	11000	9100	**20100**	10000	9100	**19100**

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

Website :- www.pcsmgmt.com
Blog :-blog.pcsmgmt.com
Contact :-9322230818

Minimum Wages in Maharashtra
01.07.2025 to 31.12.2025

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)								
	Panchayat)	Unskilled		11500	9100	**20600**	10000	9100	**19100**	8500	9100	**17600**
63	Watch Straps	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**
64	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**
65	Wooden Photo Frames	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.