

- HR Compliances Audit - Establishment / Factory / Contract Labours / Payroll
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- Labour Updates & Legal Consultation Support

Website :- [www.pcsmgmt.com](http://www.pcsmgmt.com)  
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## Minimum Wages in Maharashtra 01.01.2026 to 30.6.2026

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	3135	16620	3135	<b>19755</b>	15780	3135	<b>18915</b>				
		Semi skilled		15150	3135	<b>18285</b>	14310	3135	<b>17445</b>				
		Unskilled		14095	3135	<b>17230</b>	13255	3135	<b>16390</b>				
2	Agriculture Employment	On Machines	4285	6240	4285	<b>10525</b>	5980	4285	<b>10265</b>	5850	4285	<b>10135</b>	
		Other		4680	4285	<b>8965</b>	2622	4285	<b>6907</b>	4030	4285	<b>8315</b>	
3	Automobile Repairing	Skilled	8831	5500	4285	<b>9785</b>	5200	4285	<b>9485</b>	4900	4285	<b>9185</b>	
		Semi skilled		5100	8831	<b>13931</b>	4800	8831	<b>13631</b>	4500	8831	<b>13331</b>	
		Unskilled		4800	8831	<b>13631</b>	4500	8831	<b>13331</b>	4200	8831	<b>13031</b>	
4	Bakeries	Skilled	5824	10100	5824	<b>15924</b>	9750	5824	<b>15574</b>	9350	5824	<b>15174</b>	
		semi skilled		9200	5824	<b>15024</b>	8800	5824	<b>14624</b>	8450	5824	<b>14274</b>	
		Unskilled		8250	5824	<b>14074</b>	7900	5824	<b>13724</b>	7500	5824	<b>13324</b>	
5	Bricks or Roof Tiles	Skilled	6214	8500	6214	<b>14714</b>	8200	6214	<b>14414</b>				
		Semi skilled		8000	6214	<b>14214</b>	7750	6214	<b>13964</b>				
		Unskilled		7500	6214	<b>13714</b>	7250	6214	<b>13464</b>				
6	Canteen & Clubs	Skilled	7924	7700	7924	<b>15624</b>	7400	7924	<b>15324</b>	7200	7924	<b>15124</b>	
		Semi skilled		7000	7924	<b>14924</b>	6700	7924	<b>14624</b>	6500	7924	<b>14424</b>	
		Unskilled		6500	7924	<b>14424</b>	6200	7924	<b>14124</b>	6000	7924	<b>13924</b>	
7	Card board Boxes	Skilled	575	14000	575	<b>14575</b>	14000	575	<b>14575</b>	14000	575	<b>14575</b>	
		Semi skilled		13225	575	<b>13800</b>	13225	575	<b>13800</b>	13225	575	<b>13800</b>	
		Unskilled		12490	575	<b>13065</b>	12490	575	<b>13065</b>	12490	575	<b>13065</b>	
8	Cashew Processing	Group I	5736	7500	5736	<b>13236</b>	Whole State of Maharashtra						
		Group II (A)		7000	5736	<b>12736</b>							
		Group III		6500	5736	<b>12236</b>							
9	Cement and Cement Based Industry	Skilled	7339	3710	7339	<b>11049</b>	3410	7339	<b>10749</b>	3110	7339	<b>10449</b>	
		Semi skilled		3610	7339	<b>10949</b>	3310	7339	<b>10649</b>	3010	7339	<b>10349</b>	
		Unskilled		3510	7339	<b>10849</b>	3210	7339	<b>10549</b>	2910	7339	<b>10249</b>	
10	Chemical Fertilizers	Skilled	675	17185	675	<b>17860</b>	17185	675	<b>17860</b>	15940	675	<b>16615</b>	
		Semi skilled		15650	675	<b>16325</b>	15650	675	<b>16325</b>	14400	675	<b>15075</b>	
		Unskilled		14105	675	<b>14780</b>	14105	675	<b>14780</b>	12900	675	<b>13575</b>	
11	Cinema Exhibition (Multiplex, Zone I and Zone II)				Multiplex			Zone - I			Zone - II		
		Skilled	7708	5500	7708	<b>13208</b>	5000	7708	<b>12708</b>	4500	7708	<b>12208</b>	
		Semi skilled		5000	7708	<b>12708</b>	4500	7708	<b>12208</b>	4000	7708	<b>11708</b>	
		Unskilled		4500	7708	<b>12208</b>	4000	7708	<b>11708</b>	3500	7708	<b>11208</b>	
12	Cleaning and Sorting of Onions	Mukadam	167	240	167	<b>407</b>	Whole State of Maharashtra (Per Day)						
		Unskilled		210	167	<b>377</b>							
		Part Time		126	167	<b>293</b>							
12	Cloth Dyeing & Printing	Skilled	8568	4900	8568	<b>13468</b>	4600	8568	<b>13168</b>				
		Semi skilled		4400	8568	<b>12968</b>	4100	8568	<b>12668</b>				
		Unskilled		4100	8568	<b>12668</b>	3800	8568	<b>12368</b>				
13	Construction of Roads / Building	Skilled	2829	21860	2829	<b>24689</b>	20990	2829	<b>23819</b>	20125	2829	<b>22954</b>	
		Semi skilled		20345	2829	<b>23174</b>	19475	2829	<b>22304</b>	18610	2829	<b>21439</b>	
		Unskilled		19265	2829	<b>22094</b>	18400	2829	<b>21229</b>	17530	2829	<b>20359</b>	
	Cotton Ginning & Pressing	Skilled	625	16080	625	<b>16705</b>	16080	625	<b>16705</b>	16080	625	<b>16705</b>	

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				Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages
(In Rupees per Month)												
14		Semi skilled		14530	625	<b>15155</b>	14530	625	<b>15155</b>	14530	625	<b>15155</b>
		Unskilled		12980	625	<b>13605</b>	12980	625	<b>13605</b>	12980	625	<b>13605</b>
15	Cycle Mechanic Work Shops	Skilled	625	16235	625	<b>16860</b>	16585	625	<b>17210</b>			
		Semi skilled		14705	625	<b>15330</b>	15055	625	<b>15680</b>			
		Unskilled		13260	625	<b>13885</b>	13610	625	<b>14235</b>			
16	Dairy Industry	Skilled	675	17520	675	<b>18195</b>	16720	675	<b>17395</b>	15920	675	<b>16595</b>
		Semi skilled		15920	675	<b>16595</b>	14955	675	<b>15630</b>	14330	675	<b>15005</b>
		Unskilled		14330	675	<b>15005</b>	13530	675	<b>14205</b>	12730	675	<b>13405</b>
17	Dispensary	Skilled	8207	9000	8207	<b>17207</b>	8700	8207	<b>16907</b>	8000	8207	<b>16207</b>
		Semi skilled		8800	8207	<b>17007</b>	8300	8207	<b>16507</b>	7800	8207	<b>16007</b>
		Unskilled		8500	8207	<b>16707</b>	8000	8207	<b>16207</b>	7500	8207	<b>15707</b>
18	Drugs & Pharmaceuticals	Skilled	2511	16605	2511	<b>19116</b>	16000	2511	<b>18511</b>	15590	2511	<b>18101</b>
		Semi skilled		15185	2511	<b>17696</b>	14580	2511	<b>17091</b>	14170	2511	<b>16681</b>
		Unskilled		14170	2511	<b>16681</b>	13565	2511	<b>16076</b>	13155	2511	<b>15666</b>
19	Dyes & Chemicals	Skilled	675	17185	675	<b>17860</b>	16560	675	<b>17235</b>	15940	675	<b>16615</b>
		Semi skilled		15650	675	<b>16325</b>	15025	675	<b>15700</b>	14400	675	<b>15075</b>
		Unskilled		14105	675	<b>14780</b>	13480	675	<b>14155</b>	12900	675	<b>13575</b>
20	Eatable Tobacco	Skilled	7344	3700	7344	<b>11044</b>	Whole State of Maharashtra					
		Semi skilled		3200	7344	<b>10544</b>						
		Unskilled		3000	7344	<b>10344</b>						
21	Engineering Industry	Skilled	2511	16450	2511	<b>18961</b>	16045	2511	<b>18556</b>	15225	2511	<b>17736</b>
		Semi skilled		15025	2511	<b>17536</b>	14620	2511	<b>17131</b>	13805	2511	<b>16316</b>
		Unskilled		14010	2511	<b>16521</b>	13605	2511	<b>16116</b>	12795	2511	<b>15306</b>
22	Exercise Books	Skilled	6226	6226	5984	<b>12210</b>	5600	5984	<b>11584</b>	5200	5984	<b>11184</b>
		Semi skilled		6226	5984	<b>12210</b>	5400	5984	<b>11384</b>	5000	5984	<b>10984</b>
		Unskilled		6226	5984	<b>12210</b>	5200	5984	<b>11184</b>	4800	5984	<b>10784</b>
23	Factories under Factories Act (Residuary)	Skilled	3375	12605	3375	<b>15980</b>	11770	3375	<b>15145</b>	11255	3375	<b>14630</b>
		Semi skilled		11445	3375	<b>14820</b>	10800	3375	<b>14175</b>	10160	3375	<b>13535</b>
		Unskilled		10350	3375	<b>13725</b>	9705	3375	<b>13080</b>	9000	3375	<b>12375</b>
24	Film Production Studios	Skilled	725	16675	725	<b>17400</b>	17055	725	<b>17780</b>			
		Semi skilled		16065	725	<b>16790</b>	15445	725	<b>16170</b>			
		Unskilled		14555	725	<b>15280</b>	13925	725	<b>14650</b>			
25	Forest & Forestry		700	Highly Remote Areas			Other Areas					
		Skilled		16380	700	<b>17080</b>	15130	700	<b>15830</b>			
		Unskilled-heavy		15400	700	<b>16100</b>	13975	700	<b>14675</b>			
26	Fountain pen & Ball Pen	Unskilled-light		14420	700	<b>15120</b>	12995	700	<b>13695</b>			
		Skilled	9309	5300	9309	<b>14609</b>	5100	9309	<b>14409</b>			
		Semi skilled		5050	9309	<b>14359</b>	4850	9309	<b>14159</b>			
Unskilled	4800	9309		<b>14109</b>	4600	9309	<b>13909</b>					
27	Glass Bulb	Skilled	7924	7800	7924	<b>15724</b>	7600	7924	<b>15524</b>	7200	7924	<b>15124</b>
		Semi skilled		7100	7924	<b>15024</b>	6900	7924	<b>14824</b>	6500	7924	<b>14424</b>
		Unskilled		6600	7924	<b>14524</b>	6400	7924	<b>14324</b>	6000	7924	<b>13924</b>
28	Glass Industry	Skilled	7924	7700	7924	<b>15624</b>	7400	7924	<b>15324</b>	7200	7924	<b>15124</b>
		Semi skilled		7000	7924	<b>14924</b>	6700	7924	<b>14624</b>	6500	7924	<b>14424</b>
		Unskilled		6500	7924	<b>14424</b>	6200	7924	<b>14124</b>	6000	7924	<b>13924</b>
29	Hair cutting saloon	Skilled	7924	7700	7924	<b>15624</b>	7400	7924	<b>15324</b>	6900	7924	<b>14824</b>
		Semi skilled		7000	7924	<b>14924</b>	6700	7924	<b>14624</b>	6200	7924	<b>14124</b>
		Unskilled		6500	7924	<b>14424</b>	6200	7924	<b>14124</b>	5700	7924	<b>13624</b>

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				Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages	Basic Wages	DA	Total Wages
(In Rupees per Month)												
30	Handlooms Industry			Upto 50 looms			51 to 100 looms			Above 100 looms		
		Skilled	5497	7000	5497	12497	8000	5497	13497	8500	5497	13997
		Semi skilled		6500	5497	11997	7500	5497	12997	8000	5497	13497
		Unskilled		6000	5497	11497	7000	5497	12497	7500	5497	12997
31	Hospital	Skilled	750	18065	750	18815	17460	750	18210	16850	750	17600
		Semi skilled		16595	750	17345	15985	750	16735	15475	750	16225
		Unskilled		15475	750	16225	14865	750	15615	14260	750	15010
32	Hotels & Restaurants	Skilled	7924	7700	7924	15624	7400	7924	15324	7200	7924	15124
		Semi skilled		7000	7924	14924	6700	7924	14624	6500	7924	14424
		Unskilled		6500	7924	14424	6200	7924	14124	6000	7924	13924
33	Ice & Cold Drinks Manufactory	Skilled	7830	6000	7830	13830	5700	7830	13530			
		Semi skilled		5500	7830	13330	5200	7830	13030			
		Unskilled		5000	7830	12830	4700	7830	12530			
34	Laundry	Skilled	7924	7700	7924	15624	7400	7924	15324	7200	7924	15124
		Semi skilled		7000	7924	14924	6700	7924	14624	6500	7924	14424
		Unskilled		6500	7924	14424	6200	7924	14124	6000	7924	13924
35	Liquor Manufactory	Skilled	6370	9910	6370	16280	9190	6370	15560	8470	6370	14840
		Semi skilled		9670	6370	16040	8950	6370	15320	8225	6370	14595
		Unskilled		9430	6370	15800	8710	6370	15080	7990	6370	14360
36	Oil Mill	Skilled	6272	10350	6272	16622	9800	6272	16072			
		Semi skilled		9400	6272	15672	8850	6272	15122			
		Unskilled		8500	6272	14772	7950	6272	14222			
37	Optical Frames	Skilled	675	16660	675	17335	16065	675	16740	15470	675	16145
		Semi skilled		15295	675	15970	14705	675	15380	14110	675	14785
		Unskilled		13855	675	14530	13260	675	13935	12750	675	13425
38	Paints & Varnishes	Skilled	7924	8200	7924	16124	7800	7924	15724	7400	7924	15324
		Semi skilled		7500	7924	15424	7100	7924	15024	6700	7924	14624
		Unskilled		7000	7924	14924	6600	7924	14524	6200	7924	14124
39	Paper & Paper Board	Skilled	675	16740	675	17415	16135	675	16810	15610	675	16285
		Semi skilled		15355	675	16030	14835	675	15510	14225	675	14900
		Unskilled		13970	675	14645	13440	675	14115	12920	675	13595
40	Plastic Industry	Skilled	650	15810	650	16460	15300	650	15950	14875	650	15525
		Semi skilled		14365	650	15015	13940	650	14590	13515	650	14165
		Unskilled		13005	650	13655	12580	650	13230	12155	650	12805
41	Poha (kurmure Churmura) Industry	Skilled	625	14450	625	15075	13770	625	14395			
		Semi skilled		13940	625	14565	13260	625	13885			
		Unskilled		12495	625	13120	11815	625	12440			
42	Potteries (Matichi Bhandi)	Skilled	5497	8000	5497	13497	7500	5497	12997	7000	5497	12497
		Semi skilled		7500	5497	12997	7000	5497	12497	6500	5497	11997
		Unskilled		7000	5497	12497	6500	5497	11997	6000	5497	11497
43	Power looms	Skilled A	7221	10100	7221	17321	9500	7221	16721	8500	7221	15721
		Semi skilled		9500	7221	16721	9000	7221	16221	8000	7221	15221
		Unskilled		9000	7221	16221	8500	7221	15721	7500	7221	14721
44	Premises for Buffaloes or Cows	Skilled	5975	9400	5975	15375	8600	5975	14575	7800	5975	13775
		Semi skilled		8700	5975	14675	8000	5975	13975	7200	5975	13175
		Unskilled		8000	5975	13975	7300	5975	13275	6700	5975	12675
45	Printing Press	Skilled	7339	4600	7339	11939	4300	7339	11639	3700	7339	11039
		Semi skilled		4500	7339	11839	4200	7339	11539	3600	7339	10939

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(In Rupees per Month)												
		Unskilled		4400	7339	<b>11739</b>	4100	7339	<b>11439</b>	3500	7339	<b>10839</b>
46	Public Motor Transport	Skilled A	725	19625	725	<b>20350</b>	18975	725	<b>19700</b>			
		Skilled B		18975	725	<b>19700</b>	18320	725	<b>19045</b>			
		Skilled C		18320	725	<b>19045</b>	17570	725	<b>18295</b>			
		Semi skilled		15890	725	<b>16615</b>	15240	725	<b>15965</b>			
		Unskilled		14490	725	<b>15215</b>	13835	725	<b>14560</b>			
47	Readymade Garments	Skilled	8207	8600	8207	<b>16807</b>	8400	8207	<b>16607</b>	7800	8207	<b>16007</b>
		Semi skilled		7900	8207	<b>16107</b>	7700	8207	<b>15907</b>	7100	8207	<b>15307</b>
		Unskilled		7400	8207	<b>15607</b>	7200	8207	<b>15407</b>	6600	8207	<b>14807</b>
48	Rice Flour & Dal Mill	Skilled	650	15580	650	<b>16230</b>	14920	650	<b>15570</b>			
		Semi skilled		13850	650	<b>14500</b>	13185	650	<b>13835</b>			
		Unskilled		12860	650	<b>13510</b>	12200	650	<b>12850</b>			
49	Rubber Balloon Manufacturing	Skilled	625	14110	625	<b>14735</b>	13770	625	<b>14395</b>	13430	625	<b>14055</b>
		Semi skilled		13430	625	<b>14055</b>	12570	625	<b>13195</b>	12410	625	<b>13035</b>
		Unskilled		12410	625	<b>13035</b>	12155	625	<b>12780</b>	11815	625	<b>12440</b>
50	Rubber Industry	Skilled	775	19090	775	<b>19865</b>	18345	775	<b>19120</b>	17850	775	<b>18625</b>
		Semi skilled		17355	775	<b>18130</b>	16195	775	<b>16970</b>	16115	775	<b>16890</b>
		Unskilled		16120	775	<b>16895</b>	15375	775	<b>16150</b>	14880	775	<b>15655</b>
51	Salt Pan Industry	Highly Skilled	625	14195	625	<b>14820</b>	Whole State of Maharashtra					
		Skilled		13700	625	<b>14325</b>						
		Semi skilled		12810	625	<b>13435</b>						
		Unskilled		11920	625	<b>12545</b>						
52	Saw Mills	Skilled	5406	9450	5406	<b>14856</b>	9100	5406	<b>14506</b>	8750	5406	<b>14156</b>
		Semi skilled		8650	5406	<b>14056</b>	8300	5406	<b>13706</b>	7950	5406	<b>13356</b>
		Unskilled		7800	5406	<b>13206</b>	7500	5406	<b>12906</b>	7150	5406	<b>12556</b>
53	Seepz	Skilled	6697	6300	6697	<b>12997</b>	Whole State of Maharashtra					
		Semi skilled		5800	6697	<b>12497</b>						
		Unskilled		5300	6697	<b>11997</b>						
54	Shops & Commercial Establishments	Skilled	3900	11632	3900	<b>15532</b>	11036	3900	<b>14936</b>	10440	3900	<b>14340</b>
		Semi skilled		10856	3900	<b>14756</b>	10260	3900	<b>14160</b>	9664	3900	<b>13564</b>
		Unskilled		10021	3900	<b>13921</b>	9425	3900	<b>13325</b>	8828	3900	<b>12728</b>
55	Soaps & Cosmetics	Skilled	7924	7700	7924	<b>15624</b>	7400	7924	<b>15324</b>	7100	7924	<b>15024</b>
		Semi skilled		7000	7924	<b>14924</b>	6700	7924	<b>14624</b>	6400	7924	<b>14324</b>
		Unskilled		6500	7924	<b>14424</b>	6200	7924	<b>14124</b>	5900	7924	<b>13824</b>
56	Silver Industry	Skilled	675	16570	675	<b>17245</b>	15610	675	<b>16285</b>			
		Semi skilled		15005	675	<b>15680</b>	14400	675	<b>15075</b>			
		Unskilled		13535	675	<b>14210</b>	12920	675	<b>13595</b>			
57	Steel Furnitures	Skilled	7924	7800	7924	<b>15724</b>	7600	7924	<b>15524</b>	7200	7924	<b>15124</b>
		Semi skilled		7100	7924	<b>15024</b>	6900	7924	<b>14824</b>	6500	7924	<b>14424</b>
		Unskilled		6800	7924	<b>14724</b>	6400	7924	<b>14324</b>	6000	7924	<b>13924</b>
58	Stone Breakings & crushings	Skilled	5512	9500	5512	<b>15012</b>	9100	5512	<b>14612</b>			
		Semi skilled		8500	5512	<b>14012</b>	8100	5512	<b>13612</b>			
		Unskilled		8000	5512	<b>13512</b>	7600	5512	<b>13112</b>			
59	Sweeper & Scavengers	Full Time	7208	10000	7208	<b>17208</b>	9750	7208	<b>16958</b>	9450	7208	<b>16658</b>
60	Tanneries & Leathers	Skilled	6453	9000	6453	<b>15453</b>	8500	6453	<b>14953</b>	8000	6453	<b>14453</b>
		Semi skilled		8500	6453	<b>14953</b>	8000	6453	<b>14453</b>	7500	6453	<b>13953</b>
		Unskilled		8000	6453	<b>14453</b>	7500	6453	<b>13953</b>	7000	6453	<b>13453</b>

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

Website :- [www.pcsmgmt.com](http://www.pcsmgmt.com)  
 Blog :- [blog.pcsmgmt.com](http://blog.pcsmgmt.com)  
 Contact :- 9322230818



## Minimum Wages in Maharashtra 01.01.2026 to 30.6.2026

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)												
61	Utensils	Skilled	9056	9200	9056	<b>18256</b>	9000	9056	<b>18056</b>	8500	9056	<b>17556</b>
		Semi skilled		8500	9056	<b>17556</b>	8300	9056	<b>17356</b>	7800	9056	<b>16856</b>
		Unskilled		8000	9056	<b>17056</b>	7800	9056	<b>16856</b>	7300	9056	<b>16356</b>
62	Local Authority Industry (Other than Village Panchayat)	Skilled	9485	14000	9485	<b>23485</b>	12000	9485	<b>21485</b>	11000	9485	<b>20485</b>
		Semi skilled		13000	9485	<b>22485</b>	11000	9485	<b>20485</b>	10000	9485	<b>19485</b>
		Unskilled		11500	9485	<b>20985</b>	10000	9485	<b>19485</b>	8500	9485	<b>17985</b>
63	Watch Straps	Skilled	750	18565	750	<b>19315</b>	17605	750	<b>18355</b>	16550	750	<b>17300</b>
		Semi skilled		17255	750	<b>18005</b>	16205	750	<b>16955</b>	15245	750	<b>15995</b>
		Unskilled		16205	750	<b>16955</b>	15245	750	<b>15995</b>	14190	750	<b>14940</b>
64	Wooden Furniture	Skilled	7616	7600	7924	<b>15524</b>	7400	7924	<b>15324</b>	7200	7924	<b>15124</b>
		Semi skilled		6900	7924	<b>14824</b>	6700	7924	<b>14624</b>	6500	7924	<b>14424</b>
		Unskilled		6400	7924	<b>14324</b>	6200	7924	<b>14124</b>	6000	7924	<b>13924</b>
65	Wooden Photo Frames	Skilled	7924	7700	7924	<b>15624</b>	7400	7924	<b>15324</b>	7200	7924	<b>15124</b>
		Semi skilled		7000	7924	<b>14924</b>	6700	7924	<b>14624</b>	6500	7924	<b>14424</b>
		Unskilled		6500	7924	<b>14424</b>	6200	7924	<b>14124</b>	6000	7924	<b>13924</b>

**If employee count is more than 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.