

- 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

01.07.2026 to 31.12.2026

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

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

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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
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
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
		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
		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
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
		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
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
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
		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
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
		Semi skilled	4500	7339		11839	4200	7339	11539	3600	7339	10939

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

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

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.