

- 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 022-28690310/9322230818



Minimum Wages in Maharashtra 01.01.2024 to 30.06.2024

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	2079	16620	2079	18699	15780	2079	17859			
		Semi skilled		15150	2079	17229	14310	2079	16389			
		Unskilled		14095	2979	17074	13255	2979	16234			
2	Agriculture Employment	On Machines	3708	6240	3708	9948	5980	3708	9688	5850	3708	9558
		Other		4680	3708	8388	2622	3708	6330	4030	3708	7738
3	Automobile Repairing	Skilled	7980	5500	7980	13480	5200	7980	13180	4900	7980	12880
		Semi skilled		5100	7980	13080	4800	7980	12780	4500	7980	12480
		Unskilled		4800	7980	12780	4500	7980	12480	4200	7980	12180
4	Bakeries	Skilled	4992	10100	4992	15092	9750	4992	14742	9350	4992	14342
		semi skilled		9200	4992	14192	8800	4992	13792	8450	4992	13442
		Unskilled		8250	4992	13242	7900	4992	12892	7500	4992	12492
5	Bricks or Roof Tiles	Skilled		8500		8500	8200	0	8200			
		Semi skilled		8000		8000	7750	0	7750			
		Unskilled		7500		7500	7250	0	7250			
6	Canteen & Clubs	Skilled	7028	7700	7028	14728	7400	7028	14428	7200	7028	14228
		Semi skilled		7000	7028	14028	6700	7028	13728	6500	7028	13528
		Unskilled		6500	7028	13528	6200	7028	13228	6000	7028	13028
7	Card board Boxes	Skilled	6955	4650	6955	11605	4400	6955	11355	4150	6955	11105
		Semi skilled		4400	6955	11355	4150	6955	11105	3900	6955	10855
		Unskilled		4150	6955	11105	3900	6955	10855	3650	6955	10605
8	Cashew Processing	Group I	4968	7500	4968	12468	Whole State of Maharashtra					
		Group II (A)		7000	4968	11968						
		Group III		6500	4968	11468						
9	Cement and Cement Based Industry	Skilled	6716	3710	6716	10426	3410	6716	10126	3110	6716	9826
		Semi skilled		3610	6716	10326	3310	6716	10026	3010	6716	9726
		Unskilled		3510	6716	10226	3210	6716	9926	2910	6716	9626
10	Chemical Fertilizers	Skilled	7728	5600	7728	13328	5400	7728	13128	5200	7728	12928
		Semi skilled		5100	7728	12828	4900	7728	12628	4700	7728	12428
		Unskilled		4600	7728	12328	4400	7728	12128	4200	7728	11928
11	Cinema Exhibition (Multiplex, Zone I and Zone I			Multiplex			Zone - I			Zone - II		
		Skilled	7007	5500	7007	12507	5000	7007	12007	4500	7007	11507
		Semi skilled		5000	7007	12007	4500	7007	11507	4000	7007	11007
Unskilled	4500	7007		11507	4000	7007	11007	3500	7007	10507		
	Cloth Dyeing & Printing	Skilled	7770	4900	7770	12670	4600	7770	12370			

- 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 022-28690310/9322230818



Minimum Wages in Maharashtra 01.01.2024 to 30.06.2024

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)												
12		Semi skilled		4400	7770	12170	4100	7770	11870			
		Unskilled		4100	7770	11870	3800	7770	11570			
13	Construction of Roads / Building	Skilled	1517	21860	1517	23377	20990	1517	22507	20125	1517	21642
		Semi skilled		20345	1517	21862	19475	1517	20992	18610	1517	20127
		Unskilled		19265	1517	20782	18400	1517	19917	17530	1517	19047
14	Cotton Ginning & Pressing	Skilled	7481	5200	7481	12681	5000	7481	12481	4800	7481	12281
		Semi skilled		4700	7481	12181	4500	7481	11981	4300	7481	11781
		Unskilled		4200	7481	11681	4000	7481	11481	3800	7481	11281
15	Cycle Mechanic Work Shops	Skilled	7376	5500	7376	12876	5000	7376	12376			
		Semi skilled		5000	7376	12376	4500	7376	11876			
		Unskilled		4500	7376	11876	4000	7376	11376			
16	Dairy Industry	Skilled	7838	5500	7838	13338	5250	7838	13088	5000	7838	12838
		Semi skilled		5000	7838	12838	4750	7838	12588	4500	7838	12338
		Unskilled		4500	7838	12338	4250	7838	12088	4000	7838	11838
17	Dispensary	Skilled	7279	9000	7279	16279	8700	7279	15979	8000	7279	15279
		Semi skilled		8800	7279	16079	8300	7279	15579	7800	7279	15079
		Unskilled		8500	7279	15779	8000	7279	15279	7500	7279	14779
18	Drugs & Pharmaceuticals	Skilled	1519	16605	1519	18124	16000	1519	17519	15590	1519	17109
		Semi skilled		15185	1519	16704	14580	1519	16099	14170	1519	15689
		Unskilled		14170	1519	15689	13565	1519	15084	13155	1519	14674
19	Dyes & Chemicals	Skilled	5313	8200	5313	13513	7500	5313	12813	6500	5313	11813
		Semi skilled		7700	5313	13013	7000	5313	12313	6000	5313	11313
		Unskilled		7200	5313	12513	6500	5313	11813	5500	5313	10813
20	Eatable Tobacco	Skilled	6660	3700	6660	10360	Whole State of Maharashtra					
		Semi skilled		3200	6660	9860						
		Unskilled		3000	6660	9660						
21	Engineering Industry	Skilled	1519	16450	1519	17969	16045	1519	17564	15225	1519	16744
		Semi skilled		15025	1519	16544	14620	1519	16139	13805	1519	15324
		Unskilled		14010	1519	15529	13605	1519	15124	12795	1519	14314
22	Exercise Books	Skilled	5522	6000	5522	11522	5600	5522	11122	5200	5522	10722
		Semi skilled		5800	5522	11322	5400	5522	10922	5000	5522	10522
		Unskilled		5600	5522	11122	5200	5522	10722	4800	5522	10322
23	Factories under Factories Act (Residuary)	Skilled	2575	12605	2575	15180	11770	2575	14345	11255	2575	13830
		Semi skilled		11445	2575	14020	10800	2575	13375	10160	2575	12735

- 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 022-28690310/9322230818



Minimum Wages in Maharashtra 01.01.2024 to 30.06.2024

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		10350	2575	12925	9705	2575	12280	9000	2575	11575
24	Film Production Studios	Skilled	8430	5700	8430	14130	5500	8430	13930			
		Semi skilled		5200	8430	13630	5000	8430	13430			
		Unskilled		4700	8430	13130	4500	8430	12930			
25	Forest & Forestry			Highly Remote Areas			Other Areas					
		Skilled	7343	6000	7343	13343	5500	7343	12843			
		Unskilled-heavy		5600	7343	12943	5100	7343	12443			
		Unskilled-light		5200	7343	12543	4700	7343	12043			
Skilled	8435	5300		8435	13735	5100	8435	13535				
Semi skilled		5050	8435	13485	4850	8435	13285					
Unskilled		4800	8435	13235	4600	8435	13035					
27	Glass Bulb	Skilled	7028	7800	7028	14828	7600	7028	14628	7200	7028	14228
		Semi skilled		7100	7028	14128	6900	7028	13928	6500	7028	13528
		Unskilled		6600	7028	13628	6400	7028	13428	6000	7028	13028
28	Glass Industry	Skilled	7028	7700	7028	14728	7400	7028	14428	7200	7028	14228
		Semi skilled		7000	7028	14028	6700	7028	13728	6500	7028	13528
		Unskilled		6500	7028	13528	6200	7028	13228	6000	7028	13028
29	Hair cutting salon	Skilled	7028	7700	7028	14728	7400	7028	14428	6900	7028	13928
		Semi skilled		7000	7028	14028	6700	7028	13728	6200	7028	13228
		Unskilled		6500	7028	13528	6200	7028	13228	5700	7028	12728
30	Handlooms Industry			Upto 50 looms			51 to 100 looms			Above 100 looms		
		Skilled	4769	7000	4769	11769	8000	4769	12769	8500	4769	13269
		Semi skilled		6500	4769	11269	7500	4769	12269	8000	4769	12769
		Unskilled		6000	4769	10769	7000	4769	11769	7500	4769	12269
Skilled	7810	6200		7810	14010	6000	7810	13810	5800	7810	13610	
Semi skilled		5700	7810	13510	5500	7810	13310	5300	7810	13110		
Unskilled		5300	7810	13110	5100	7810	12910	4900	7810	12710		
32	Hotels & Restaurants	Skilled	7028	7700	7028	14728	7400	7028	14428	7200	7028	14228
		Semi skilled		7000	7028	14028	6700	7028	13728	6500	7028	13528
		Unskilled		6500	7028	13528	6200	7028	13228	6000	7028	13028
33	Ice & Cold Drinks Manufactory	Skilled	7009	6000	7009	13009	5700	7009	12709			
		Semi skilled		5500	7009	12509	5200	7009	12209			
		Unskilled		5000	7009	12009	4700	7009	11709			
	Laundry	Skilled	7028	7700	7028	14728	7400	7028	14428	7200	7028	14228

- 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 022-28690310/9322230818



Minimum Wages in Maharashtra 01.01.2024 to 30.06.2024

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)												
34		Semi skilled		7000	7028	14028	6700	7028	13728	6500	7028	13528
		Unskilled		6500	7028	13528	6200	7028	13228	6000	7028	13028
35	Liquor Manufactory	Skilled	5464	9910	5464	15374	9190	5464	14654	8470	5464	13934
		Semi skilled		9670	5464	15134	8950	5464	14414	8225	5464	13689
		Unskilled		9430	5464	14894	8710	5464	14174	7990	5464	13454
36	Oil Mill	Skilled	5376	10350	5376	15726	9800	5376	15176			
		Semi skilled		9400	5376	14776	8850	5376	14226			
		Unskilled		8500	5376	13876	7950	5376	13326			
37	Optical Frames	Skilled	7587	5600	7587	13187	5400	7587	12987	5200	7587	12787
		Semi skilled		5100	7587	12687	4900	7587	12487	4700	7587	12287
		Unskilled		4600	7587	12187	4400	7587	11987	4200	7587	11787
38	Paints & Varnishes	Skilled	7028	8200	7028	15228	7800	7028	14828	7400	7028	14428
		Semi skilled		7500	7028	14528	7100	7028	14128	6700	7028	13728
		Unskilled		7000	7028	14028	6600	7028	13628	6200	7028	13228
39	Paper & Paper Board	Skilled	7676	6100	7676	13776	5900	7676	13576	5700	7676	13376
		Semi skilled		5600	7676	13276	5400	7676	13076	5200	7676	12876
		Unskilled		5100	7676	12776	4900	7676	12576	4700	7676	12376
40	Plastic Industry	Skilled	7376	5300	7376	12676	5150	7376	12526	5000	7376	12376
		Semi skilled		4800	7376	12176	4650	7376	12026	4500	7376	11876
		Unskilled		4300	7376	11676	4150	7376	11526	4000	7376	11376
41	Poha (kurmure Churmura) Industry	Skilled	7770	4400	7770	12170	4200	7770	11970			
		Semi skilled		4250	7770	12020	4050	7770	11820			
		Unskilled		3800	7770	11570	3600	7770	11370			
42	Potteries (Matichi Bhandi)	Skilled	4761	8000	4761	12761	7500	4761	12261	7000	4761	11761
		Semi skilled		7500	4761	12261	7000	4761	11761	6500	4761	11261
		Unskilled		7000	4761	11761	6500	4761	11261	6000	4761	10761
43	Power looms	Skilled A	6293	10100	6293	16393	9500	6293	15793	8500	6293	14793
		Semi skilled		9500	6293	15193	9000	6293	15293	8000	6293	14293
		Unskilled		9000	6293	15293	8500	6293	14793	7500	6293	13793
44	Premises for Buffaloes or Cows	Skilled	5175	9400	5175	14575	8600	5175	13775	7800	5175	12975
		Semi skilled		8700	5175	13875	8000	5175	13175	7200	5175	12375
		Unskilled		8000	5175	13175	7300	5175	12475	6700	5175	11875
45	Printing Press	Skilled	6716	4600	6716	11316	4300	6716	11016	3700	6716	10416
		Semi skilled		4500	6716	11216	4200	6716	10916	3600	6716	10316

- 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 022-28690310/9322230818



Minimum Wages in Maharashtra 01.01.2024 to 30.06.2024

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		4400	6716	11116	4100	6716	10816	3500	6716	10216
46	Public Motor Transport	Skilled A	7770	5700	7770	13470	5500	7770	13270			
		Skilled B		5500	7770	13270	5300	7770	13070			
		Skilled C		5300	7770	13070	5100	7770	12870			
		Semi skilled		4600	7770	12370	4400	7770	12170			
		Unskilled		4200	7770	11970	4000	7770	11770			
47	Readymade Garments	Skilled	7279	8600	7279	15879	8400	7279	15679	7800	7279	15079
		Semi skilled		7900	7279	15179	7700	7279	14979	7100	7279	14379
		Unskilled		7400	7279	14679	7200	7279	14479	6600	7279	13879
48	Rice Flour & Dal Mill	Skilled	7770	4600	7770	12370	4400	7770	12170			
		Semi skilled		4100	7770	11870	3900	7770	11670			
		Unskilled		3800	7770	11570	3600	7770	11370			
49	Rubber Balloon Manufacturing	Skilled	7770	4300	7770	12070	4200	7770	11970	4100	7770	11870
		Semi skilled		4100	7770	11870	3900	7770	11670	3800	7770	11570
		Unskilled		3800	7770	11570	3700	7770	11470	3600	7770	11370
50	Rubber Industry	Skilled	7028	7700	7028	14728	7400	7028	14428	7200	7028	14228
		Semi skilled		7000	7028	14028	6700	7028	13728	6500	7028	13528
		Unskilled		6500	7028	13528	6200	7028	13228	6000	7028	13028
51	Salt Pan Industry	Highly Skilled	7376	5000	7376	12376	Whole State of Maharashtra					
		Skilled		4600	7376	11976						
		Semi skilled		4300	7376	11676						
		Unskilled		4000	7376	11376						
52	Saw Mills	Skilled	4590	9450	4590	14040	9100	4590	13690	8750	4590	13340
		Semi skilled		8650	4590	13240	8300	4590	12890	7950	4590	12540
		Unskilled		7800	4590	12390	7500	4590	12090	7150	4590	11740
53	Seepz	Skilled	6366	6300	6366	12666	Whole State of Maharashtra					
		Semi skilled		5800	6366	12166						
		Unskilled		5300	6366	11666						
54	Shops & Commercial Establishments	Skilled	3068	11632	3068	14700	11036	3068	14104	10440	3068	13508
		Semi skilled		10856	3068	13924	10260	3068	13328	9664	3068	12732
		Unskilled		10021	3068	13089	9425	3068	12493	8828	3068	11896
55	Soaps & Cosmetics	Skilled	7028	7700	7028	14728	7400	7028	14428	7100	7028	14128
		Semi skilled		7000	7028	14028	6700	7028	13728	6400	7028	13428
		Unskilled		6500	7028	13528	6200	7028	13228	5900	7028	12928

- 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 022-28690310/9322230818



Minimum Wages in Maharashtra 01.01.2024 to 30.06.2024

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)												
56	Silver Industry	Skilled	7728	5500	7728	13228	5200	7728	12928			
		Semi skilled		5000	7728	12728	4800	7728	12528			
		Unskilled		4500	7728	12228	4300	7728	12028			
57	Steel Furnitures	Skilled	7028	7800	7028	14828	7600	7028	14628	7200	7028	14228
		Semi skilled		7100	7028	14128	6900	7028	13928	6500	7028	13528
		Unskilled		6800	7028	13828	6400	7028	13428	6000	7028	13028
58	Stone Breakings & crushings	Skilled	4680	9500	4680	14180	9100	4680	13780			
		Semi skilled		8500	4680	13180	8100	4680	12780			
		Unskilled		8000	4680	12680	7600	4680	12280			
59	Sweeper & Scavengers	Full Time	6120	10000	6120	16120	9750	6120	15870	9450	6120	15570
60	Tanneries & Leathers	Skilled	5589	9000	5589	14589	8500	5589	14089	8000	5589	13589
		Semi skilled		8500	5589	14089	8000	5589	13589	7500	5589	13089
		Unskilled		8000	5589	13589	7500	5589	13089	7000	5589	12589
61	Utensils	Skilled	8032	9200	8032	17232	9000	8032	17032	8500	8032	16532
		Semi skilled		8500	8032	16532	8300	8032	16332	7800	8032	15832
		Unskilled		8000	8032	16032	7800	8032	15832	7300	8032	15332
62	Local Authority Industry (Other than Village Panchayat)	Skilled	8365	14000	8365	22365	12000	8365	20365	11000	8365	19365
		Semi skilled		13000	8365	21365	11000	8365	19365	10000	8365	18365
		Unskilled		11500	8365	19865	10000	8365	18365	8500	8365	16865
63	Watch Straps	Skilled	7770	5500	7770	13270	5200	7770	12970	4900	7770	12670
		Semi skilled		5100	7770	12870	4800	7770	12570	4500	7770	12270
		Unskilled		4800	7770	12570	4500	7770	12270	4200	7770	11970
64	Wooden Furniture	Skilled	7028	7600	7028	14628	7400	7028	14428	7200	7028	14228
		Semi skilled		6900	7028	13928	6700	7028	13728	6500	7028	13528
		Unskilled		6400	7028	13428	6200	7028	13228	6000	7028	13028
65	Wooden Photo Frames	Skilled	7028	7700	7028	14728	7400	7028	14428	7200	7028	14228
		Semi skilled		7000	7028	14028	6700	7028	13728	6500	7028	13528
		Unskilled		6500	7028	13528	6200	7028	13228	6000	7028	13028

If employee count is more then 50 then 5 % additional HRA to be added to the same on Basic +special allowance

- 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 022-28690310/9322230818



Minimum Wages in Maharashtra 01.01.2024 to 30.06.2024

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)												

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.