

 ARP Consulting & Solutions		21, New Ratan Apartment, Next to Bank of India, S V Roa, Borivli (W), Mumbai 400092 Email support@arpconsulting.co.in www.arpconsulting.co.in M No. 9833125544/9833615544 Statutory Compliances in Labour Laws, Statutory Audit & IR Advisory Services From 01.07.2022 to 31.12.2022										
Sr No.	Schedule of Employment	Categories of Employees	Special Allw	Basic Wages	Special Allw	Minimum Wage	Basic Wages	Special Allw	Minimum Wage	Basic Wages	Special Allw	Minimum Wage
				Zone - I			Zone - II			Zone - III		
1	Advocates or Attorneys	Skilled	6,216	7,900	6,216	14,116	7,500	6,216	13,716			
		Semi skilled		7,200	6,216	13,416	6,800	6,216	13,016			
		Unskilled		6,700	6,216	12,916	6,300	6,216	12,516			
2	Agriculture Employment	On Machines	2,932	6,240	2,932	9,172	5,980	2,932	8,912	5,850	2,932	8,782
		Other		4,680	2,932	7,612	4,420	2,932	7,352	4,030	2,932	6,962
3	Automobile Repairing	Skilled	6,994	5,500	6,994	12,494	5,200	6,994	12,194	4,900	6,994	11,894
		Semi skilled		5,100	6,994	12,094	4,800	6,994	11,794	4,500	6,994	11,494
		Unskilled		4,800	6,994	11,794	4,500	6,994	11,494	4,200	6,994	11,194
4	Bakeries	Skilled	4030	10,100	4,030	14,130	9,750	4,030	13,780	9,350	4,030	13,380
		semi skilled		9,200	4,030	13,230	8,800	4,030	12,830	8,450	4,030	12,480
		Unskilled		8,250	4,030	12,280	7,900	4,030	11,930	7,500	4,030	11,530
5	Bricks or Roof Tiles	Skilled	4,420	8,500	4,420	12,920	8,200	4,420	12,620			
		Semi skilled		8,000	4,420	12,420	7,750	4,420	12,170	Here given for only Roof tile		
		Unskilled		7,500	4,420	11,920	7,250	4,420	11,670			
6	Canteen & Clubs	Skilled	5992	7,700	5,992	13,692	7,400	5,992	13,392	7,200	5,992	13,192
		Semi skilled		7,000	5,992	12,992	6,700	5,992	12,692	6,500	5,992	12,492
		Unskilled		6,500	5,992	12,492	6,200	5,992	12,192	6,000	5,992	11,992
7	Card board Boxes	Skilled	6,084	4,650	6,084	10,734	4,400	6,084	10,484	4,150	6,084	10,234
		Semi skilled		4,400	6,084	10,484	4,150	6,084	10,234	3,900	6,084	9,984
		Unskilled		4,150	6,084	10,234	3,900	6,084	9,984	3,650	6,084	9,734
8	Cashew Processing	Group I	4080	7,500	4,080	4,080						
		Group II (A)		7,000	4,080	11,080	Whole State of Maharashtra					
		Group III		6,500	4,080	10,580						
9	Cement and Cement Based Industry	Skilled	5994	3,710	5,994	9,704	3,410	5,994	9,404	3,110	5,994	9,104
		Semi skilled		3,610	5,994	9,604	3,310	5,994	9,304	3,010	5,994	9,004
		Unskilled		3,510	5,994	9,504	3,210	5,994	9,204	2,910	5,994	8,904
10	Chemical Fertilizers	Skilled	6760	5,600	6,760	12,360	5,400	6,760	12,160	5,200	6,760	11,960
		Semi skilled		5,100	6,760	11,860	4,900	6,760	11,660	4,700	6,760	11,460
		Unskilled		4,600	6,760	11,360	4,400	6,760	11,160	4,200	6,760	10,960
11	Cinema Exhibition (Multiplex, Zone I and		6196		Multiplex		Zone - I			Zone - II		
		Skilled		5,500	6,196	11,696	5,000	6,196	11,196	4,500	6,196	10,696
		Semi skilled		5,000	6,196	11,196	4,500	6,196	10,696	4,000	6,196	10,196
		Unskilled		4,500	6,196	10,696	4,000	6,196	10,196	3,500	6,196	9,696
12	Cleaning and Sorting of Onions	Mukadam	115	240	115	355						
		Unskilled		210	115	325	Whole State of Maharashtra					
		Part Time		126	115	241						
13	Cloth Dyeing & Printing	Skilled	6846	4,900	6,846	11,746	4,600	6,846	11,446			
		Semi skilled		4,400	6,846	11,246	4,100	6,846	10,946			
		Unskilled		4,100	6,846	10,946	3,800	6,846	10,646			

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Sr No.	Schedule of Employment	Categories of Employees	Special Allw	Basic Wages	Special Allw	Minimum Wage	Basic Wages	Special Allw	Minimum Wage	Basic Wages	Special Allw	Minimum Wage
14	Construction of Roads / Buildings	Skilled	7597	10,100	7,597	17,697	9,700	7,597	17,297	9,300	7,597	16,897
		Semi skilled		9,400	7,597	16,997	9,000	7,597	16,597	8,600	7,597	16,197
		Unskilled		8,900	7,597	16,497	8,500	7,597	16,097	8,100	7,597	15,697
15	Cotton Ginning & Pressing	Skilled	6557	5,200	6,557	11,757	5,000	6,557	11,557	4,800	6,557	11,357
		Semi skilled		4,700	6,557	11,257	4,500	6,557	11,057	4,300	6,557	10,857
		Unskilled		4,200	6,557	10,757	4,000	6,557	10,557	3,800	6,557	10,357
16	Cycle Mechanic Work Shops	Skilled	6452	5,500	6,452	11,952	5,000	6,452	11,452			
		Semi skilled		5,000	6,452	11,452	4,500	6,452	10,952			
		Unskilled		4,500	6,452	10,952	4,000	6,452	10,452			
17	Dairy Industry	Skilled	6870	5,500	6,870	12,370	5,250	6,870	12,120	5,000	6,870	11,870
		Semi skilled		5,000	6,870	11,870	4,750	6,870	11,620	4,500	6,870	11,370
		Unskilled		4,500	6,870	11,370	4,250	6,870	11,120	4,000	6,870	10,870
18	Dispensary	Skilled	6206	9,000	6,206	15,206	8,700	6,206	14,906	8,000	6,206	14,206
		Semi skilled		8,800	6,206	15,006	8,300	6,206	14,506	7,800	6,206	14,006
		Unskilled		8,500	6,206	14,706	8,000	6,206	14,206	7,500	6,206	13,706
19	Drugs & Pharmaceuticals	Skilled	5992	7,700	5,992	13,692	7,400	5,992	13,392	7,200	5,992	13,192
		Semi skilled		7,000	5,992	12,992	6,700	5,992	12,692	6,500	5,992	12,492
		Unskilled		6,500	5,992	12,492	6,200	5,992	12,192	6,000	5,992	11,992
20	Dyes & Chemicals	Skilled	4462	8,200	4,462	12,662	7,500	4,462	11,962	6,500	4,462	10,962
		Semi skilled		7,700	4,462	12,162	7,000	4,462	11,462	6,000	4,462	10,462
		Unskilled		7,200	4,462	11,662	6,500	4,462	10,962	5,500	4,462	9,962
21	Eatable Tobacco	Skilled	5868	3,700	5,868	9,568						
		Semi skilled		3,200	5,868	9,068	Whole State of Maharashtra					
		Unskilled		3,000	5,868	8,868						
22	Engineering Industry	Skilled	5992	7,800	5,992	13,792	7,600	5,992	13,592	7,200	5,992	13,192
		Semi skilled		7,100	5,992	13,092	6,900	5,992	12,892	6,500	5,992	12,492
		Unskilled		6,600	5,992	12,592	6,400	5,992	12,392	6,000	5,992	11,992
23	Exercise Books	Skilled	4708	6,000	4,708	10,708	5,600	4,708	10,308	5,200	4,708	9,908
		Semi skilled		5,800	4,708	10,508	5,400	4,708	10,108	5,000	4,708	9,708
		Unskilled		5,600	4,708	10,308	5,200	4,708	9,908	4,800	4,708	9,508
24	Factories under Factories Act (Residuary)	Skilled	1650	12,605	1,650	14,255	11,770	1,650	13,420	11,255	1,650	12,905
		Semi skilled		11,445	1,650	13,095	10,800	1,650	12,450	10,160	1,650	11,810
		Unskilled		10,350	1,650	12,000	9,705	1,650	11,355	9,000	1,650	10,650
25	Film Production Studios	Skilled	7374	5,700	7,374	13,074	5,500	7,374	12,874			
		Semi skilled		5,200	7,374	12,574	5,000	7,374	12,374			
		Unskilled		4,700	7,374	12,074	4,500	7,374	11,874			
26	Forest & Forestry			Highly Remote Areas			Other Areas					
		Skilled	6375	6,000	6,375	12,375	5,500	6,375	11,875			
		Unskilled-		5,600	6,375	11,975	5,100	6,375	11,475			
		Unskilled-		5,200	6,375	11,575	4,700	6,375	11,075			



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Statutory Compliances in Labour Laws, Statutory Audit & IR Advisory Services

From 01.07.2022 to 31.12.2022

Sr No.	Schedule of Employment	Categories of Employees	Special Allw	Basic Wages	Special Allw	Minimum Wage	Basic Wages	Special Allw	Minimum Wage	Basic Wages	Special Allw	Minimum Wage
27	Fountain pen & Ball Pen	Skilled	7423	5,300	7,423	12,723	5,100	7,423	12,523			
		Semi skilled		5,050	7,423	12,473	4,850	7,423	12,273			
		Unskilled		4,800	7,423	12,223	4,600	7,423	12,023			
28	Glass Bulb	Skilled	5992	7,800	5,992	13,792	7,600	5,992	13,592	7,200	5,992	13,192
		Semi skilled		7,100	5,992	13,092	6,900	5,992	12,892	6,500	5,992	12,492
		Unskilled		6,600	5,992	12,592	6,400	5,992	12,392	6,000	5,992	11,992
29	Glass Industry	Skilled	5992	7,700	5,992	13,692	7,400	5,992	13,392	7,200	5,992	13,192
		Semi skilled		7,000	5,992	12,992	6,700	5,992	12,692	6,500	5,992	12,492
		Unskilled		6,500	5,992	12,492	6,200	5,992	12,192	6,000	5,992	11,992
30	Hair cutting saloon	Skilled	5992	7,700	5,992	13,692	7,400	5,992	13,392	6,900	5,992	12,892
		Semi skilled		7,000	5,992	12,992	6,700	5,992	12,692	6,200	5,992	12,192
		Unskilled		6,500	5,992	12,492	6,200	5,992	12,192	5,700	5,992	11,692
31	Handlooms Industry		3910	Upto 50 looms			51 to 100 looms			Above 100 looms		
		Skilled		7,000	3,910	10,910	8,000	3,910	11,910	8,500	3,910	12,410
		Semi skilled		6,500	3,910	10,410	7,500	3,910	11,410	8,000	3,910	11,910
		Unskilled		6,000	3,910	9,910	7,000	3,910	10,910	7,500	3,910	11,410
32	Hospital	Skilled	6780	6,200	6,780	12,980	6,000	6,780	12,780	5,800	6,780	12,580
		Semi skilled		5,700	6,780	12,480	5,500	6,780	12,280	5,300	6,780	12,080
		Unskilled		5,300	6,780	12,080	5,100	6,780	11,880	4,900	6,780	11,680
33	Hotels & Restaurants	Skilled	5992	7,700	5,992	13,692	7,400	5,992	13,392	7,200	5,992	13,192
		Semi skilled		7,000	5,992	12,992	6,700	5,992	12,692	6,500	5,992	12,492
		Unskilled		6,500	5,992	12,492	6,200	5,992	12,192	6,000	5,992	11,992
34	Ice & Cold Drinks Manufactory	Skilled	6059	6,000	6,059	12,059	5,700	6,059	11,759			
		Semi skilled		5,500	6,059	11,559	5,200	6,059	11,259			
		Unskilled		5,000	6,059	11,059	4,700	6,059	10,759			
35	Laundry	Skilled	5992	7,700	5,992	13,692	7,400	5,992	13,392	7,200	5,992	13,192
		Semi skilled		7,000	5,992	12,992	6,700	5,992	12,692	6,500	5,992	12,492
		Unskilled		6,500	5,992	12,492	6,200	5,992	12,192	6,000	5,992	11,992
36	Liquor Manufactory	Skilled	4416	9,910	4,416	14,326	9,190	4,416	13,606	8,470	4,416	12,886
		Semi skilled		9,670	4,416	14,086	8,950	4,416	13,366	8,225	4,416	12,641
		Unskilled		9,430	4,416	13,846	8,710	4,416	13,126	7,990	4,416	12,406
37	Oil Mill	Skilled	4340	10,350	4,340	14,690	9,800	4,340	14,140			
		Semi skilled		9,400	4,340	13,740	8,850	4,340	13,190			
		Unskilled		8,500	4,340	12,840	7,950	4,340	12,290			
38	Optical Frames	Skilled	6637	5,600	6,637	12,237	5,400	6,637	12,037	5,200	6,637	11,837
		Semi skilled		5,100	6,637	11,737	4,900	6,637	11,537	4,700	6,637	11,337
		Unskilled		4,600	6,637	11,237	4,400	6,637	11,037	4,200	6,637	10,837
39	Paints & Varnishes	Skilled	5992	8,200	5,992	14,192	7,800	5,992	13,792	7,400	5,992	13,392
		Semi skilled		7,500	5,992	13,492	7,100	5,992	13,092	6,700	5,992	12,692
		Unskilled		7,000	5,992	12,992	6,600	5,992	12,592	6,200	5,992	12,192



Sr No.	Schedule of Employment	Categories of Employees	Special Allw	Basic Wages	Special Allw	Minimum Wage	Basic Wages	Special Allw	Minimum Wage	Basic Wages	Special Allw	Minimum Wage
40	Paper & Paper Board	Skilled	6664	6,100	6,664	12,764	5,900	6,664	12,564	5,700	6,664	12,364
		Semi skilled		5,600	6,664	12,264	5,400	6,664	12,064	5,200	6,664	11,864
		Unskilled		5,100	6,664	11,764	4,900	6,664	11,564	4,700	6,664	11,364
41	Plastic Industry	Skilled	6452	5,300	6,452	11,752	5,150	6,452	11,602	5,000	6,452	11,452
		Semi skilled		4,800	6,452	11,252	4,650	6,452	11,102	4,500	6,452	10,952
		Unskilled		4,300	6,452	10,752	4,150	6,452	10,602	4,000	6,452	10,452
42	Poha (kurmure Churmura) Industry	Skilled	6846	4,400	6,846	11,246	4,200	6,846	11,046			
		Semi skilled		4,250	6,846	11,096	4,050	6,846	10,896			
		Unskilled		3,800	6,846	10,646	3,600	6,846	10,446			
43	Potteries (Matichi Bhandi)	Skilled	3910	8,000	3,910	11,910	7,500	3,910	11,410	7,000	3,910	10,910
		Semi skilled		7,500	3,910	11,410	7,000	3,910	10,910	6,500	3,910	10,410
		Unskilled		7,000	3,910	10,910	6,500	3,910	10,410	6,000	3,910	9,910
44	Power looms	Skilled	5220	10,100	5,220	15,320	9,500	5,220	14,720	8,500	5,220	13,720
		Semi skilled		9,500	5,220	14,720	9,000	5,220	14,220	8,000	5,220	13,220
		Unskilled		9,000	5,220	14,220	8,500	5,220	13,720	7,500	5,220	12,720
45	Premises for Buffaloes or Cows	Skilled	4250	9,400	4,250	13,650	8,600	4,250	12,850	7,800	4,250	12,050
		Semi skilled		8,700	4,250	12,950	8,000	4,250	12,250	7,200	4,250	11,450
		Unskilled		8,000	4,250	12,250	7,300	4,250	11,550	6,700	4,250	10,950
46	Printing Press	Skilled	5994	4,600	5,994	10,594	4,300	5,994	10,294	3,700	5,994	9,694
		Semi skilled		4,500	5,994	10,494	4,200	5,994	10,194	3,600	5,994	9,594
		Unskilled		4,400	5,994	10,394	4,100	5,994	10,094	3,500	5,994	9,494
47	Public Motor Transport	Skilled A	6846	5,700	6,846	12,546	5,500	6,846	12,346			
		Skilled B		5,500	6,846	12,346	5,300	6,846	12,146			
		Skilled C		5,300	6,846	12,146	5,100	6,846	11,946			
		Semi skilled		4,600	6,846	11,446	4,400	6,846	11,246			
		Unskilled		4,200	6,846	11,046	4,000	6,846	10,846			
48	Readymade Garments	Skilled	6206	8,600	6,206	14,806	8,400	6,206	14,606	7,800	6,206	14,006
		Semi skilled		7,900	6,206	14,106	7,700	6,206	13,906	7,100	6,206	13,306
		Unskilled		7,400	6,206	13,606	7,200	6,206	13,406	6,600	6,206	12,806
49	Rice Flour & Dal Mill	Skilled	6846	4,600	6,846	11,446	4,400	6,846	11,246			
		Semi skilled		4,100	6,846	10,946	3,900	6,846	10,746			
		Unskilled		3,800	6,846	10,646	3,600	6,846	10,446			
50	Rubber Balloon Manufacturing	Skilled	6846	4,300	6,846	11,146	4,200	6,846	11,046	4,100	6,846	10,946
		Semi skilled		4,100	6,846	10,946	3,900	6,846	10,746	3,800	6,846	10,646
		Unskilled		3,800	6,846	10,646	3,700	6,846	10,546	3,600	6,846	10,446
51	Rubber Industry	Skilled	5992	7,700	5,992	13,692	7,400	5,992	13,392	7,200	5,992	13,192
		Semi skilled		7,000	5,992	12,992	6,700	5,992	12,692	6,500	5,992	12,492
		Unskilled		6,500	5,992	12,492	6,200	5,992	12,192	6,000	5,992	11,992



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Sr No.	Schedule of Employment	Categories of Employees	Special Allw	Basic Wages	Special Allw	Minimum Wage	Basic Wages	Special Allw	Minimum Wage	Basic Wages	Special Allw	Minimum Wage
52	Salt Pan Industry	Highly Skilled		5,000	6,452	11,452						
		Skilled		4,600	6,452	11,052	Whole State of Maharashtra					
		Semi skilled		4,300	6,452	10,752						
		Unskilled	6452	4,000	6,452	10,452						
53	Saw Mills	Skilled		9,450	3,647	13,097	9,100	3,647	12,747	8,750	3,647	12,397
		Semi skilled		8,650	3,647	12,297	8,300	3,647	11,947	7,950	3,647	11,597
		Unskilled	3647	7,800	3,647	11,447	7,500	3,647	11,147	7,150	3,647	10,797
54	Seepz	Skilled		6,300	5,581	11,881						
		Semi skilled		5,800	5,581	11,381	Whole State of Maharashtra					
		Unskilled	5581	5,300	5,581	10,881						
55	Shops & Commercial Establishment	Skilled		11,632	2,106	13,738	11,036	2,106	13,142	10,440	2,106	12,546
		Semi skilled		10,856	2,106	12,962	10,260	2,106	12,366	9,664	2,106	11,770
		Unskilled	2106	10,021	2,106	12,127	9,425	2,106	11,531	8,828	2,106	10,934
56	Soaps & Cosmetics	Skilled		7,700	5,992	13,692	7,400	5,992	13,392	7,100	5,992	13,092
		Semi skilled		7,000	5,992	12,992	6,700	5,992	12,692	6,400	5,992	12,392
		Unskilled	5992	6,500	5,992	12,492	6,200	5,992	12,192	5,900	5,992	11,892
57	Silver Industry	Skilled		5,500	6,760	12,260	5,200	6,760	11,960			
		Semi skilled		5,000	6,760	11,760	4,800	6,760	11,560			
		Unskilled	6760	4,500	6,760	11,260	4,300	6,760	11,060			
58	Steel Furnitures	Skilled		7,800	5,992	13,792	7,600	5,992	13,592	7,200	5,992	13,192
		Semi skilled		7,100	5,992	13,092	6,900	5,992	12,892	6,500	5,992	12,492
		Unskilled	5992	6,800	5,992	12,792	6,400	5,992	12,392	6,000	5,992	11,992
59	Stone Breakings & crushings	Skilled		9,500	3,718	13,218	9,100	3,718	12,818			
		Semi skilled		8,500	3,718	12,218	8,100	3,718	11,818			
		Unskilled	3718	8,000	3,718	11,718	7,600	3,718	11,318			
60	Sweeper & Scavengers	Full Time		10,000	4,862	14,862	9,750	4,862	14,612	9,450	4,862	14,312
			4862									
61	Tanneries & Leathers	Skilled		9,000	4,590	13,590	8,500	4,590	13,090	8,000	4,590	12,590
		Semi skilled		8,500	4,590	13,090	8,000	4,590	12,590	7,500	4,590	12,090
		Unskilled	4590	8,000	4,590	12,590	7,500	4,590	12,090	7,000	4,590	11,590
62	Tobacco Bidi making				3,173	3,173						
			3173			0						
63	Utensils	Skilled		9,200	6,848	16,048	9,000	6,848	15,848	8,500	6,848	15,348
		Semi skilled		8,500	6,848	15,348	8,300	6,848	15,148	7,800	6,848	14,648
		Unskilled	6848	8,000	6,848	14,848	7,800	6,848	14,648	7,300	6,848	14,148
64	Local Authority Industry (Other than village panchayat)	Skilled		14,000	7,070	21,070	12,000	7,070	19,070	11,000	7,070	18,070
		Semi skilled		13,000	7,070	20,070	11,000	7,070	18,070	10,000	7,070	17,070
		Unskilled	7070	11,500	7,070	18,570	10,000	7,070	17,070	8,500	7,070	15,570

 ARP Consulting & Solutions		21, New Ratan Apartment, Next to Bank of India, S V Roa, Borivli (W), Mumbai 400092 Email support@arpconsulting.co.in www.arpconsulting.co.in M No. 9833125544/9833615544 Statutory Compliances in Labour Laws, Statutory Audit & IR Advisory Services From 01.07.2022 to 31.12.2022										
Sr No.	Schedule of Employment	Categories of Employees	Special Allw	Basic Wages	Special Allw	Minimum Wage	Basic Wages	Special Allw	Minimum Wage	Basic Wages	Special Allw	Minimum Wage
65	Village Panchayat	Skilled	1692	7,100	1,692	8,792	6,900	1,692	8,592	6,300	1,692	7,992
		Semi skilled		6,400	1,692	8,092	6,200	1,692	7,892	5,600	1,692	7,292
		Unskilled		5,900	1,692	7,592	5,700	1,692	7,392	5,100	1,692	6,792
66	Watch Straps	Skilled	6846	5,500	6,846	12,346	5,200	6,846	12,046	4,900	6,846	11,746
		Semi skilled		5,100	6,846	11,946	4,800	6,846	11,646	4,500	6,846	11,346
		Unskilled		4,800	6,846	11,646	4,500	6,846	11,346	4,200	6,846	11,046
67	Wooden Furniture	Skilled	5992	7,600	5,992	13,592	7,400	5,992	13,392	7,200	5,992	13,192
		Semi skilled		6,900	5,992	12,892	6,700	5,992	12,692	6,500	5,992	12,492
		Unskilled		6,400	5,992	12,392	6,200	5,992	12,192	6,000	5,992	11,992
68	Wooden Photo Frames	Skilled	5992	7,700	5,992	13,692	7,400	5,992	13,392	7,200	5,992	13,192
		Semi skilled		7,000	5,992	12,992	6,700	5,992	12,692	6,500	5,992	12,492
		Unskilled		6,500	5,992	12,492	6,200	5,992	12,192	6,000	5,992	11,992

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.

Source: Special Allowance Notification dated 5th August 2020, by Deputy Labour Commissioner under Minimum Wages Act, Mumbai.

Minimum Wages have been provided in Maharashtra by the Labour Department of Maharashtra states. All efforts have been made to update the Minimum Wage dae. However, here might be unforeseen errors.