

Minimum Rates of wages under Shops Establishment Act,1948 (Pan India)							
Sr.	State	Effective Date	Unskilled/ Class III	Semi Skilled/Class II	Skilled (Class I-B)	Highly Skilled (Class I -A)	
1	Maharashtra	w.e.f 1st Jan 2014 to 30th June 2014 (Zone1)	7181	7581	7981	N.A.	Add 5% as Compulsary HRA on these rates.
		w.e.f 1st Jan 2014 to 30th June 2014 (Zone2)	6881	7281	7681	N.A.	Add 5% as Compulsary HRA on these rates.
2	Gujarat	1st Oct 2013 to 31st March 2014	5639.4	5717.4	5795.4	5873.4	Revised
3	Rajasthan	1st Jan 2014 till further Notification	4914	5174	5434	6734	
4	Delhi	1st Oct 2013 till further Notification	8086	8918	9802	N.A.	
		Clerical & Non Tech Supervisory Staff	Non Matriculate 8918	Matriculate but not Graduate 9802	Graduate & Above 10686		
5	Haryana	1st Jul 2013 till further Notification	5341.51	5471.51 (A)/ 5601.51 (B)	5731.51 (A)/ 5861.51 (B)	5991.51	
6	Punjab	1st Sept 2013 till further Notification	6256.64	7036.64	7933.64	8965.84	
7	Karnataka	1st Apr 2013 to 31st Mar 2014	5500	6540 (A)/ 6670(B)	6800 (A)/ 7060(B)	7294	
8	Tamil Nadu	1st Apr 2013 to 31st Mar 2014	4298	4338 (A)/ 4371 (B)	4398	4669	
9	Uttar Pradesh	1st Oct 2013 to 31st Mar 2014	5200	5928	6580.08	N.A.	
10	Bihar	1st Oct 2013 to 31st Mar 2014	4576	(A) Rs.4784 & (B) Rs.5073	5850	7098	
11	Madhya Pradesh	1st Oct 2013 to 31st Mar 2014	5520	5650	5800	N.A.	
12	Andhra Pradesh	1st Oct 2013 to 31st Mar 2014	6932	7118	7334(A)/ 7752 (B)	7954(A) / 8789(B)	
13	Uttarakhand	1st Oct 2013 to 31st Mar 2014	5535	6015	6495	6700 (A)/ 7305 (B)	
14	Chattisgarh	1st Oct 2013 to 31st Mar 2014	5162.82	5344.82	5604.82	N.A.	
15	Jharkhand	1st Apr 2013 to 31st Mar 2014	4523.74	4837.3	5239.26	N.A.	Awaiting update.
16	West Bengal	July 2012 to December 2012	4478	4522	4611	4656	No further notification received to us till date
17	Pondy cherry	1st Apr 2011 till further notification	2990	2990	2990	N.A.	No further notification received to us till date
18	Orissa	Effective Oct 12 till further Notification	3900	4420	4940	5330	No further notification received to us till date
19	Assam	w.e.f Sept 2012 till further Notification	4122.04	4756.44	6595.68	N.A.	No further notification received to us till date

Note :- These rates are applicable to only to Shopes & Establishments. Like wise rates for different industries are defined by each state. For example, Mafg, Plastic, automobile, telecom industries etc rates are diferent than those mentioned above. The deciding factor is location of workplace. If they placed at office premises then above rates shall apply, regardless of Industry. However, if they are placed in plant or manufacturing units, then rates of such Indsutry shall apply

Definitions of Skilled, Semi-Skilled & Unskilled category for Shops and Commercial Est. are as follows:

Unskilled Employee: Is the one who does operations that involve the performance of simple duties which require exercise of little or no independent judgment or previous experience, although a familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion, familiarity with a variety of articles of goods.

Semi Skilled Employee:- Is the one who does work generally of a well defined routine nature wherein the major requirement is not so much of the judgment, skill and dexterity, but of proper discharge of duties assigned to him for a relatively narrow job and where important decisions are made by other. His work is thus limited to the performance of routine operation of limited scope.

Skilled Employee:- Is the one who is capable of working efficiently or exercising considerable independent judgment and of discharging his duties responsibly.

Highly Skilled Employee :- The person who possess excellant knowledge and skills in his area of work and can teach to other people. He can do any difficult job in his area or produce best quality produce.