



READY RECKONER OF 'MONTHLY MINIMUM WAGES' IN MAHARASHTRA STATE

The Rates of Basic Pay & Special Allowances (Dearness Allowances) for the period from 01.07.2021 to 31.12.2021.

S.N	NATURE OF INDUSTRIES	Special Allowances (D.A.)			Zone - I										Zone - II										Zone - III										
					BASIC WAGES					TOTAL MINIMUM WAGES (Revised DA+Basic)					BASIC WAGES					TOTAL MINIMUM WAGES (Revised DA+Basic)					BASIC WAGES					TOTAL MINIMUM WAGES (Revised DA+Basic)					
		Present D.A. (from 01.01.2021 to 30.06.2021)	Increased by	Present D.A. (from 01.07.2021 to 31.12.2021)	Un-Skilled	Semi-Skilled	Skilled	Highly Skilled	Top Skilled	Un-Skilled	Semi-Skilled	Skilled	Highly Skilled	Top Skilled	Un-Skilled	Semi-Skilled	Skilled	Highly Skilled	Top Skilled	Un-Skilled	Semi-Skilled	Skilled	Highly Skilled	Top Skilled	Un-Skilled	Semi-Skilled	Skilled	Highly Skilled	Top Skilled	Un-Skilled	Semi-Skilled	Skilled	Highly Skilled	Top Skilled	
1	ADVOCATES & ATTORNEYS	5124	364	5488	6700	7200	7900			12188	12688	13388			6300	6800	7500			11788	12288	12988													
2	AUTOMOBILE REPAIRING	5970	330	6300	4800	5100	5500			11100	11400	11800			4500	4800	5200			10800	11100	11500			4200	4500	4900		10500	10800	11200				
3	BAKERIES W.E.F (9-01-2017)	3016	338	3354	8250	9200	10100			11604	12554	13454			7900	8800	9750			11254	12154	13104			7500	8450	9350		10854	11804	12704				
4	COTTON GINNING & PRESSING	5597	309	5906	4200	4700	5200			10106	10606	11106			4000	4500	5000			9906	10406	10906			3800	4300	4800		9706	10206	10706				
5	CLOTH DYING & PRINTING	5885	310	6195	4100	4400	4900			10295	10595	11095			3800	4100	4600			9995	10295	10795													
6	CASHEW PROCESSING (w.e.f 15-10-15)	3144	312	3456	2600	2800	3000			6056	6256	6456			2600	2800	3000			6056	6256	6456			2600	2800	3000		6056	6256	6456				
7	CARDBOARD - STRAWBOARD	5178	292	5470	4150	4400	4650			9620	9870	10120			3900	4150	4400			9370	9620	9870			3650	3900	4150		9120	9370	9620				
8	CHEMICAL FERTILISER	5753	325	6078	4600	5100	5600			10678	11178	11678			4400	4900	5400			10478	10978	11478			4200	4700	5200		10278	10778	11278				
9	CANTEENS & CLUBS	4900	364	5264	6500	7000	7700			11764	12264	12964			6200	6700	7400			11464	11964	12664			6000	6500	7200		11264	11764	12464				
10	CEMENT & CEMENT BASE	5244	242	5486	1204	1282	1360	1620		6690	6768	6846	7106		3210	3310	3410			8696	8796	8896			2910	3010	3110		8396	8496	8596				
11	CONSTRUCTION OF ROAD / CONSTRUCTION BUSINESS	6213	461	6674	8900	9400	10100			15574	16074	16774			8500	9000	9700			15174	15674	16374			8100	8600	9300		14774	15274	15974				
12	CINEMA EXHIBITION	5352	302	5654	4500	5000	5500			10154	10654	11154			4000	4500	5000			9654	10154	10654			3500	4000	4500		9154	9654	10154				
13	CYCLE MECHANIC WORKSHOP	5412	389	5801	4500	5000	5500			10301	10801	11301			4000	4500	5000			9801	10301	10801													
14	DISPENSARY	5075	377	5452	8500	8800	9000			13952	14252	14452			8000	8300	8700			13452	13752	14152			7500	7800	8000		12952	13252	13452				
15	DRUG & PHARMACEUTICALS	4900	364	5264	6500	7000	7700			11764	12264	12964			6200	6700	7400			11464	11964	12664			6000	6500	7200		11264	11764	12464				
16	DAIRY (DUGDHALAYA)	5863	325	6188	4500	5000	5500			10688	11188	11688			4250	4750	5250			10438	10938	11438			4000	4500	5000		10188	10688	11188				
17	EXERCISE BOOK (w.e.f. 30-06-2015)	3850	286	4136	5600	5800	6000			9736	9936	10136			5200	5400	5600			9336	9536	9736			4800	5000	5200		8936	9136	9336				
18	EATABLE TOBACCO	5045	265	5310	3000	3200	3700			8310	8510	9010																							
19	ENGINEERING	4900	364	5264	6600	7100	7800			11864	12364	13064			6400	6900	7600			11664	12164	12864													
20	FACTORIES RESIDUAL (Factories not covered under Schedule)	675	325	1000	10350	11445	12605			11350	12445	13605			9705	10800	11770			10705	11800	12770			9000	10160	11255		10000	11160	12255				
21	FOUNTAIN PEN	6371	339	6710	4800	5050	5300			11510	11760	12010			4600	4850	5100			11310	11560	11810													
22	FILM PRODUCTION (Cine Studio Lab)	6276	354	6630	4700	5200	5700			11330	11830	12330			4500	5000	5500			11130	11630	12130													
23	GLASS BULB	4900	364	5264	6600	7100	7800			11864	12364	13064			6400	6900	7600			11664	12164	12864			6000	6500	7200		11264	11764	12464				
24	GLASS INDUSTRY	4900	364	5264	6500	7000	7700			11764	12264	12964			6200	6700	7400			11464	11964	12664			6000	6500	7200		11264	11764	12464				
25	HOTELS & RESTAURANTS	4900	364	5264	6500	7000	7700			11764	12264	12964			6200	6700	7400			11464	11964	12664			6000	6500	7200		11264	11764	12464				
26	HAIR CUTTING SALOON	4900	364	5264	6500	7000	7700			11764	12264	12964			6200	6700	7400			11464	11964	12664			5700	6200	6900		10964	11464	12164				
27	HOSPITAL	5710	345	6055	5300	5700	6200			11355	11755	12255			5100	5500	6000			11155	11555	12055			4900	5300	5800		10955	11355	11855				
28	ICE & COLD DRINKS	5071	318	5389	5000	5500	6000			10389	10889	11389			4700	5200	5700			10089	10589	11089													
29	LIQUOR INDUSTRIES	3312	368	3680	9430	9670	9910			13110	13350	13590			8710	8950	9190			12390	12630	12870			7990	8225	8470		11670	11905	12150				
30	LAUNDRY	4900	364	5264	6500	7000	7700			11764	12264	12964			6200	6700	7400			11464	11964	12664			6000	6500	7200		11264	11764	12464				
31	OPTICAL FRAMES	5648	319	5967	4600	5100	5600			10567	11067	11567			4400	4900	5400			10367	10867	11367			4200	4700	5200		10167	10667	11167				
32	OIL MILL	3248	364	3612	8500	9400	10350			12112	13012	13962			7950	8850	9800			11562	12462	13412													
33	PAPER & PAPER BOARD	5612	339	5951	5100	5600	6100			11051	11551	12051			4900	5400	5900			10851	11351	11851			4700	5200	5700		10651	11151	11651				

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S.N	NATURE OF INDUSTRIES	Special Allowances (D.A.)			Zone - I										Zone - II										Zone - III									
					BASIC WAGES					TOTAL MINIMUM WAGES (Revised DA+Basic)					BASIC WAGES					TOTAL MINIMUM WAGES (Revised DA+Basic)					BASIC WAGES					TOTAL MINIMUM WAGES (Revised DA+Basic)				
		Present D.A. (from 01.01.2021 to 30.06.2021)	Increased by	Present D.A. (from 01.07.2021 to 31.12.2021)	Un - Skilled	Semi - Skilled	Skilled	Highly Skilled	Top Skilled	Un - Skilled	Semi - Skilled	Skilled	Highly Skilled	Top Skilled	Un - Skilled	Semi - Skilled	Skilled	Highly Skilled	Top Skilled	Un - Skilled	Semi - Skilled	Skilled	Highly Skilled	Top Skilled	Un - Skilled	Semi - Skilled	Skilled	Highly Skilled	Top Skilled	Un - Skilled	Semi - Skilled	Skilled	Highly Skilled	Top Skilled
34	PLASTIC	5492	309	5801	4300	4800	5300			10101	10601	11101			4150	4650	5150			9951	10451	10951			4000	4500	5000			9801	10301	10801		
35	PAINT & VARNISHES	4900	364	5264	7000	7500	8200			12264	12764	13464			6600	7100	7800			11864	12364	13064			6200	6700	7400			11464	11964	12664		
36	POHA / KURMURA	5885	310	6195	3800	4250	4400			9995	10445	10595			3600	4050	4200			9795	10245	10395												
37	POWERLOOM (ABOVE 184)	4089	377	4466	9000	9500	10100			13466	13966	14566			8500	9000	9500			12966	13466	13966			7500	8000	8500			11966	12466	12966		
38	PRINTING PRESS	5244	242	5486	4400	4500	4600			9886	9986	10086			4100	4200	4300			9586	9686	9786			3500	3600	3700			8986	9086	9186		
39	PUBLIC MOTOR TRANSPORT	5885	310	6195	4200	4600	5300	5500	5700	10395	10795	11495	11695	11895	4000	4400	5100	5300	5500	10195	10595	11295	11495	11695										
40	READYMADE - GARMENTS (w.e.f 24-02- 2015)	5075	377	5452	7400	7900	8600			12852	13352	14052			7200	7700	8400			12652	13152	13852			6600	7100	7800			12052	12552	13252		
41	RUBBER INDUSTRIES	4900	364	5264	6500	7000	7700			11764	12264	12964			6200	6700	7400			11464	11964	12664			6000	6500	7200			11264	11764	12464		
42	RICE FLOUR & DAL MILL	5885	310	6195	3800	4100	4600			9995	10295	10795			3600	3900	4400			9795	10095	10595												
43	RUBBER BALLOON	5885	310	6195	3800	4100	4300			9995	10295	10495			3700	3900	4200			9895	10095	10395												
44	STEEL FURNITURE (w.e.f.24-02-2015)	4900	364	5264	6800	7100	7800			12064	12364	13064			6400	6900	7600			11664	12164	12864			6000	6500	7200			11264	11764	12464		
45	SEEPZ	4997	53	5050	5300	5800	6300			10350	10850	11350																						
46	STONE BREAKING & CRUSHING	2704	338	3042	8000	8500	9500			11042	11542	12542			7600	8100	9100			10642	11142	12142												
47	SOAPS & COSMETICS	4900	364	5264	6500	7000	7700			11764	12264	12964			6200	6700	7400			11464	11964	12664			5900	6400	7100			11164	11664	12364		
48	SHOP & ESTABLISHMENT	1092	338	1430	10021	10856	11632			11451	12286	13062			9425	10260	11036			10855	11690	12466			8828	9664	10440			10258	11094	11870		
49	SWEEPER & SCAVENGERS	3536	442	3978	10000	10000	10000			13978	13978	13978			9750	9750	9750			13728	13728	13728			9450	9450	9450			13428	13428	13428		
50	SAW MILL	2652	332	2984	7800	8650	9450			10784	11634	12434			7500	8300	9100			10484	11284	12084			7150	7950	8750			10134	10934	11734		
51	TANNERIES & LEATHER MANUFACTORY w.e.f 16-03-2015	3537	351	3888	8000	8600	9000			11888	12488	12888			7500	8000	8500			11388	11888	12388			7000	7500	8000			10888	11388	11888		
52	Utensil Manufacturer (w.e.f. 24-02-2015)	5600	416	6016	8000	8500	9200			14016	14516	15216			7800	8300	9000			13816	14316	15016			7300	7800	8500			13316	13816	14516		
53	WOODEN PHOTO FRAMES	4900	364	5264	6500	7000	7700			11764	12264	12964			6200	6700	7400			11464	11964	12664			6000	6500	7200			11264	11764	12464		
54	WOODEN FURNITURE	4900	364	5264	6400	6900	7600			11664	12164	12864			6200	6700	7400			11464	11964	12664			6000	6500	7200			11264	11764	12464		
55	WATCH STRAPS MFG	5885	310	6195	4800	5100	5500			10995	11295	11695			4500	4800	5200			10695	10995	11395			4200	4500	4900			10395	10695	11095		
56	HANDLOOM	3013	299	3312	6000	6500	7000			9312	9812	10312			7000	7500	8000			10312	10812	11312			7500	8000	8500			10812	11312	11812		
57	SOIL POT MAKER (POTTERIES)	3013	299	3312	7000	7500	8000			10312	10812	11312			6500	7000	7500			9812	10312	10812			6000	6500	7000			9312	9812	10312		
58	FOREST OR FORESTRY	5368	325	5693	4700	5100	5500			10393	10793	11193			4700	5100	5500			10393	10793	11193			5200	5600	6000			10893	11293	11693		
59	SILVER INDUSTRIES	5753	325	6078	4500	5000	5500			10578	11078	11578			4300	4800	5200			10378	10878	11278												
60	TOBACCO (Bidi) INDUSTRY	2508	152	2660	5460	5460	5460			8120	8120	8120			Daily minimum wages at Rs 210 for workers for rolling 1,000 beads.																			
61	LOCAL SELF GOVERNMENT INSTITUTION (A)GRAM PANCHAYAT	403	403	806	5900	6400	7100			6706	7206	7906			5700	6200	6900			6506	7006	7706			5100	5600	6300			5906	6406	7106		
62	LOCAL SELF GOVERNMENT INSTITUTION (B)OTHER THAN GRAM PANCHAYAT	5705	455	6160	11500	13000	14000			17660	19160	20160			10000	11000	12000			16160	17160	18160			8500	10000	11000			14660	16160	17160		
63	COLOUR & CHEMICAL INDS (DYES & CHEMICALS) w.e.f. 16-03-2015	3565	299	3864	7200	7700	8200			11064	11564	12064			6500	7000	7500			10364	10864	11364			5500	6000	6500			9364	9864	10364		
64	MANUFACTURERS OF BRICKS AND HUT ROOF TILES	3406	338	3744	3300	3500	3700			7044	7244	7444																						
64	DAIRY HERDS	3275	325	3600	8000	8700	9400			11600	12300	13000			7300	8000	8600			10900	11600	12200			6700	7200	7800			10300	10800	11400		



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S.N	NATURE OF INDUSTRIES	Special Allowances (D.A.)			Zone - I										Zone - II										Zone - III										
					BASIC WAGES					TOTAL MINIMUM WAGES (Revised DA+Basic)					BASIC WAGES					TOTAL MINIMUM WAGES (Revised DA+Basic)					BASIC WAGES			TOTAL MINIMUM WAGES (Revised DA+Basic)							
		Present D.A. (from 01.01.2021 to 30.06.2021)	Increased by	Present D.A. (from 01.07.2021 to 31.12.2021)	Un - Skilled	Semi - Skilled	Skilled	Highly Skilled	Top Skilled	Un - Skilled	Semi - Skilled	Skilled	Highly Skilled	Top Skilled	Un - Skilled	Semi - Skilled	Skilled	Highly Skilled	Top Skilled	Un - Skilled	Semi - Skilled	Skilled	Highly Skilled	Top Skilled	Un - Skilled	Semi - Skilled	Skilled	Highly Skilled	Top Skilled						
65	SALT INDUSTRIES	5492	309	5801	4000	4300	4600	5000		9801	10101	10401	10801																						
66	AGRICULTURE-FARMING	2643	-21	2622	4680	4680	4680			7302	7302	7302			4420	4420	4420							7042	7042	7042			4160	4160	4160	6782	6782	6782	
67	ONION CLEANING INDUSTRY	87	9	96	As per revised DA, Rs 87/- is daily wage rate																														

Important Notes :

- * 5 % HRA to be included separately if employee count is More than 50 as per Maharashtra Workmens' Minimum HRA Act, 1983.
- * Monthly Minimum Wages = Basic wages + Special Allowances (Dearness Allowances) : as provided above.
- * Daily Wages = Monthly Wages / 26 days.
- * Hourly Wages for Part time employees' = daily wages / 8 hours * worked hours + 15% of rise in it.
- * The minimum rates of wages shall be inclusive of payment of remuneration in respect of weekly day of rest.