



		2	Group 2 (a) Greader, Roaster, Drayer)		7000	4080	11080												
		3	Group 2 (b) Seller, Peeler)	Per KG	17	4080	4097												
		4	Group 3 (Helper, Wachmen and similar workers)		6500	4080	10580												
7	The industry of making boxes out of paper or cardboard	1	Skilled		4650	6084	10734	4400	6084	10484	4150	6084	10234						
		2	Semi Skilled		4400	6084	10484	4150	6084	10234	3900	6084	9984						
		3	Un Skilled		4150	6084	10234	3900	6084	9984	3650	6084	9734						
8	Chemical fertilizer industry	1	Skilled		5600	6760	12360	5400	6760	12160	5200	6760	11960						
		2	Semi Skilled		5100	6760	11860	4900	6760	11660	4700	6760	11460						
		3	Un Skilled		4600	6760	11360	4400	6760	11160	4200	6760	10960						
9	Canteen and club industry	1	Skilled		7700	5992	13692	7400	5992	13392	7200	5992	13192						
		2	Semi Skilled		7000	5992	12992	6700	5992	12692	6500	5992	12492						
		3	Un Skilled		6500	5992	12492	6200	5992	12192	6000	5992	11992						
10	Cement and cement based industries	1	Skilled		3710	5994	9704	3410	5994	9404	3110	5994	9104						
		2	Semi Skilled		3610	5994	9604	3310	5994	9304	3010	5994	9004						
		3	Un Skilled		3510	5994	9504	3210	5994	9204	2910	5994	8904						
11	Road construction, maintenance, construction industry	1	Skilled		10100	7597	17697	9700	7597	17297	9300	7597	16897						
		2	Semi Skilled		9400	7597	16997	9000	7597	16597	8600	7597	16197						
		3	Un Skilled		8900	7597	16497	8500	7597	16097	8100	7597	15697						
					Zone wise minimum basic wages rate (Per month Rupees)														
12	Movie Screening Industry				Multiplex			Zone 1			Zone 2			Touring Talkies					
					Basic Rate	Amount of Special allowance	Total Minimum Wages	Basic Rate	Amount of Special allowance	Total Minimum Wages	Basic Rate	Amount of Special allowance	Total Minimum Wages	Basic Rate	Amount of Special allowance	Total Minimum Wages			
		1	Skilled		5500	6196	11696	5000	6196	11196	4500	6196	10696	4000	6196	10196			
		2	Semi Skilled		5000	6196	11196	4500	6196	10696	4000	6196	10196	3500	6196	9696			
		3	Un Skilled		4500	6196	10696	4000	6196	10196	3500	6196	9696	3000	6196	9196			
					Zone wise minimum basic wages rate (Per month Rupees)														
13	Work in a bicycle mechanics workshop				Zone 1			Zone 2			Zone 3								
					Basic Rate	Amount of Special allowance (Per Month)	Total Minimum Wages	Basic Rate	Amount of Special allowance (Per Month)	Total Minimum Wages	Basic Rate	Amount of Special allowance (Per Month)	Total Minimum Wages						
		1	Skilled		5500	6452	11952	5000	6452	11452									
		2	Semi Skilled		5000	6452	11452	4500	6452	10952									
		3	Un Skilled		4500	6452	10952	4000	6452	10452									
14	Dispensary Industry	1	Skilled		9000	6206	15206	8700	6206	14906	8000	6206	14206						

		2	Semi Skilled		8800	6206	15006	8300	6206	14506	7800	6206	14006					
		3	Un Skilled		8500	6206	14706	8000	6206	14206	7500	6206	13706					
15	Medicines and Drug Maker Industry	1	Skilled		7700	5992	13692	7400	5992	13392	7200	5992	13192					
		2	Semi Skilled		7000	5992	12992	6700	5992	12692	6500	5992	12492					
		3	Un Skilled		6500	5992	12492	6200	5992	12192	6000	5992	11992					
16	Dairy Industry	1	Skilled		5500	6870	12370	5250	6870	12120	5000	6870	11870					
		2	Semi Skilled		5000	6870	11870	4750	6870	11620	4500	6870	11370					
		3	Un Skilled		4500	6870	11370	4250	6870	11120	4000	6870	10870					
17	Writing Books Making Industry	1	Skilled		6000	4708	10708	5600	4708	10308	5200	4708	9908					
		2	Semi Skilled		5800	4708	10508	5400	4708	10108	5000	4708	9708					
		3	Un Skilled		5600	4708	10308	5200	4708	9908	4800	4708	9508					
18	Edible Tobacco Industry	1	Skilled		3700	5868	9568											
		2	Semi Skilled		3200	5868	9068											
		3	Un Skilled		3000	5868	8868											
19	Engineering Industry	1	Skilled		7800	5992	13792	7600	5992	13592	7200	5992	13192					
		2	Semi Skilled		7100	5992	13092	6900	5992	12892	6500	5992	12492					
		3	Un Skilled		6600	5992	12592	6400	5992	12392	6000	5992	11992					
20	Factories as defined in Section 2 Sub-section (m) of the Factories Act, 1948	1	Skilled		12605	1650	14255	11770	1650	13420	11255	1650	12905					
		2	Semi Skilled		11445	1650	13095	10800	1650	12450	10160	1650	11810					
		3	Un Skilled		10350	1650	12000	9705	1650	11355	9000	1650	10650					
21	Ink and Ballpen Industry	1	Skilled		5300	7423	12723	5100	7423	12523								
		2	Semi Skilled		5050	7423	12473	4850	7423	12273								
		3	Un Skilled		4800	7423	12223	4600	7423	12023								
22	Film Making Industry	1	Skilled		5700	7374	13074	5500	7374	12874								
		2	Semi Skilled		5200	7374	12574	5000	7374	12374								
		3	Un Skilled		4800	7374	12174	4500	7374	11874								
23	Glass Buld making Industry	1	Skilled		7800	5992	13792	7600	5992	13592	7200	5992	13192					
		2	Semi Skilled		7100	5992	13092	6900	5992	12892	6500	5992	12492					
		3	Un Skilled		6600	5992	12592	6400	5992	12392	6000	5992	11992					
24	Glass Industry	1	Skilled		7700	5992	13692	7400	5992	13392	7200	5992	13192					
		2	Semi Skilled		7000	5992	12992	6700	5992	12692	6500	5992	12492					
		3	Un Skilled		6500	5992	12492	6200	5992	12192	6000	5992	11992					





44	Steel goods Manufacturing industry	1	Skilled		7800	5992	13792	7600	5992	13592	7200	5992	13192							
		2	Semi Skilled		7100	5992	13092	6900	5992	12892	6500	5992	12492							
		3	Un Skilled		6800	5992	12792	6400	5992	12392	6000	5992	11992							
45	Seepz Industry	1	Skilled		6300	5581	11881													
		2	Semi Skilled		5800	5581	11381													
		3	Un Skilled		5300	5581	10881													
46	Stone Making & Stone breaking	1	Skilled		9500	3718	13218	9100	3718	12818										
		2	Semi Skilled		8500	3718	12218	8100	3718	11818										
		3	Un Skilled		8000	3718	11718	7600	3718	11318										
47	Cosmetics and Soap Making Industry	1	Skilled		7700	5992	13692	7400	5992	13392	7100	5992	13092							
		2	Semi Skilled		7000	5992	12992	6700	5992	12692	6400	5992	12392							
		3	Un Skilled		6500	5992	12492	6200	5992	12192	5900	5992	11892							
48	Shops and Commercial Establishments Industry	1	Skilled		11632	2106	13738	11036	2106	13142	10440	2106	12546							
		2	Semi Skilled		10856	2106	12962	10260	2106	12366	9664	2106	11770							
		3	Un Skilled		10021	2106	12127	9425	2106	11531	8828	2106	10934							
49	Cleaners and scavengers	1	Full time sweeper or Scavenger, Similar workers		10000	4862	14862	9750	4862	14612	9450	4862	14312							
		2	Part time sweeper or scavenger working 4 hours a day		60 percent of the gross remuneration (Basic wage+Special Allowance)fixed for full-time sweepers or Scavengers (10,000+4,862=14,862) (14,862 X 60 %= 8917.2)= (8917)															
50	Saw Mill	1	Skilled		9450	3647	13097	9100	3647	12747	8750	3647	12397							
		2	Semi Skilled		8650	3647	12297	8300	3647	11947	7950	3647	11597							
		3	Un Skilled		7800	3647	11447	7500	3647	11147	7150	3647	10797							
51	Leather and Leather goods making	1	Skilled		9000	4590	13590	8500	4590	13090	8000	4590	12590							
		2	Semi Skilled		8500	4590	13090	8000	4590	12590	7500	4590	12090							
		3	Un Skilled		7800	4590	12390	7500	4590	12090	7000	4590	11590							
52	Metals utensils making industry	1	Skilled		9200	6848	16048	9000	6848	15848	8500	6848	15348							
		2	Semi Skilled		8500	6848	15348	8300	6848	15148	7800	6848	14648							
		3	Un Skilled		8000	6848	14848	7800	6848	14648	7300	6848	14148							



60	Tobacco (Bidi) Industry	1	All employees turning a thousand Beedi leaves (Including the workers who cut leaves for the beedis)- Explanation - Beedi leaves will be provided by the employers in all zones.													
				210	3173	3383	192	3173	3365							
		2	Wrapping thousand pudkaas (bundles), Labeling, Tying bundles, Employees involve in this work													
			(lone) Pudkas may be produced with one label, or only two labels without insertion.													
				196	3173	3369	192	3173	3365							
			(two) Pudkas may be made by applying two labels.													
				203	3173	3376	192	3173	3365							
			Explanation - For the purpose of these rates													
			(One) Pudkas shall be counted irrespective of the number of beedis contained in the pudkas.													
			(two) A label is a square label, Round label, or gravel strip.													
		3	All workers involved in bagging i.e. workers engaged in bagging, sewing, patching or similar work in tobacco manufacturing in case each bag having weighs up to 50 kg.													
				15	3173	3188	14	3173	3187							
		4	(one) Taraiwala													
			Per Month	5600	3173	8773	5180	3173	8353							
			(two) Beedi picking staff													
				5600	3173	8773	5180	3173	8353							
			(three) Beedi Checker and beedin counter													
				5600	3173	8773	5180	3173	8353							
			(four) Tobacco blender													
				5600	3173	8773	5180	3173	8353							
			(five) Distributor of beedi leaves or tobacco or both													
				5600	3173	8773	5180	3173	8353							
			(six) All other employees not mentioned in the above process													
				5600	3173	8773	5180	3173	8353							
			(seven) furnace													
			(Per month) + Special Pay= (per month)	5600+347 =5947	3173	9053	5320+298 =5618	3173	8791							
			(eight) Munshi or clerk Center Manager													
			Per Month	5880	3173	9053	5740	3173	8913							
			(nine) Accountant (Keeping all accounts of accounts to be used for the purpose of income tax or other taxes.)													
	Per Month	8120	3173	11293	7980	3172	11152									
	(ten) As a daily allowance when the truck or lorry driver is on a longer tour of more than 80.5 kms.															
	Per Month+ Daily Allowance	8120+119	3173	11412	7980+119	3173	11272									
	(eleven) As daily allowance when the motor driver (Car/station wagan/jeep/tempo/metador) travels more than 80.5 kms while on tour.															
	Per Month+ Daily Allowance	7000+119	3173	10292	6720+119	3173	10012									
	(twelve) As a daily allowance when the truck or lorry Cleaner is on a longer tour of more than 80.5 kms.															
	Per Month+ Daily Allowance	5040+80	3173	8293	4990+78	3173	8241									
	(Thirteen) Watchmen , a soldier															
	Per month	5460	3173	8633	5320	3173	8493									
5	All the workers who do the following manual work in the tapkir (sneezing powder)industry establishment.															
	(one) sneezing powder stuffing in pockets															
	Permonth	6020	3173	9193	5600	3173	8773									
	(two) Mixing tobacco															
	Permonth	7280	3173	10453	6580	3173	9753									
	(three) Grinding Tobacco															
	Permonth	7140	3173	10313	7000	3173	10173									
6	All un skilled workers (by whatever name called )															
	Permonth	5320	3173	8493	4990	3173	8163									





SN	Name of Scheduled Employment	Category of Employees	Zone wise minimum basic wages rate (Per month Rupees)																
			Zone 1			Zone 2			Zone 3										
			Basic Rate	Amount of Special allowance (Per Month)	Total Minimum Wages	Basic Rate	Amount of Special allowance (Per Month)	Total Minimum Wages	Basic Rate	Amount of Special allowance (Per Month)	Total Minimum Wages								
	Occupations in any area where buffaloes or cows or both are kept for milking, cleaning, foddering and all other ancillary processes 64 (Stable)	1	Skilled	9400	4250	13650	8600	4250	12850	7800	4250	12050							
		2	Semi Skilled	8700	4250	12950	8000	4250	12250	7200	4250	11450							
		3	Un Skilled	8000	4250	12250	7300	4250	11550	6700	4250	10950							
65	Salt Business		Highly Skilled	5000	6452	11452													
			Skilled	4600	6452	11052													
			Semi Skilled	4300	6452	10752													
			Un Skilled	4000	6452	10452													
SN	Name of Scheduled Employment	Category of Employees	Zone wise minimum basic wages rate (Per month Rupees)																
			Founder Farming			Zone 1			Zone 2			Zone 3			Zone 4				
			Basic Rate	Amount of Special allowance (Per Month)	Total Minimum Wages	Basic Rate	Amount of Special allowance (Per Month)	Total Minimum Wages	Basic Rate	Amount of Special allowance (Per Month)	Total Minimum Wages	Basic Rate	Amount of Special allowance (Per Month)	Total Minimum Wages	Basic Rate	Amount of Special allowance (Per Month)	Total Minimum Wages		
66	Agriculture Occupation	A)	For workers other than workers engaged in employment mentioned in Group B.																
		1	Daily	180	113	293	180	113	293	170	113	283	160	113	273	155	113	268	
		2	Monthly	4680	2932	7612	4680	2932	7612	4420	2932	7352	4160	2932	7092	4030	2932	6962	
		3	Annual	Not Applicable			56160	35184	91344	53040	35184	88224	49920	35184	85104	48360	35184	83544	
			B)	For workers working on oil, steam or electric powered machinery															
		1	Daily	240	113	353	240	113	353	230	113	343	225	113	338	220	113	333	
		2	Monthly	6240	2932	9172	6240	2932	9172	5980	2932	8912	5850	2932	8782	2932	2932	5864	
3	Annual	Not Applicable			74880	35184	110064	71760	35184	106944	70200	35184	105384	68640	35184	103824			
SN	Name of Scheduled Employment	Category of Employees	Zone wise minimum basic wages rate (Per month Rupees)																
			Zone 1																
			Basic Rate	Amount of Special allowance (Per Month)	Total Minimum Wages														
67	Onion cleaning industry	1	Mukadam	240	115	355													
		2	Un Skilled	210	115	325													
		3	Unskilled workers working four hours or part-time up to four hours 60 percent of wages fixed for full-time unskilled workers (210 X 60%=126) (126)																
				126	115	241													

The amount of special allowance for all the zones is shown in front of each scheduled industry.

(MR. SHAILENDRA B. POL)  
Deputy Labour Commissioner (Rural Development), Mumbai  
& Competent Authority under the Minimum Wages Act, 1948