

		2	Group 2 (a) Greader, Roaster, Drayer)		7000	4392	11392												
		3	Group 2 (b) Seller, Peeler)	Per KG	17	4392	4409												
		4	Group 3 (Helper, Wachmen and similar workers)		6500	4392	10892												
7	The industry of making boxes out of paper or cardboard	1	Skilled		4650	6376	11026	4400	6376	10776	4150	6376	10526						
		2	Semi Skilled		4400	6376	10776	4150	6376	10526	3900	6376	10276						
		3	Un Skilled		4150	6376	10526	3900	6376	10276	3650	6376	10026						
8	Chemical fertilizer industry	1	Skilled		5600	7084	12684	5400	7084	12484	5200	7084	12284						
		2	Semi Skilled		5100	7084	12184	4900	7084	11984	4700	7084	11784						
		3	Un Skilled		4600	7084	11684	4400	7084	11484	4200	7084	11284						
9	Canteen and club industry	1	Skilled		7700	6356	14056	7400	6356	13756	7200	6356	13556						
		2	Semi Skilled		7000	6356	13356	6700	6356	13056	6500	6356	12856						
		3	Un Skilled		6500	6356	12856	6200	6356	12556	6000	6356	12356						
10	Cement and cement based industries	1	Skilled		3710	6236	9946	3410	6236	9646	3110	6236	9346						
		2	Semi Skilled		3610	6236	9846	3310	6236	9546	3010	6236	9246						
		3	Un Skilled		3510	6236	9746	3210	6236	9446	2910	6236	9146						
11	Road construction, maintenance, construction industry	1	Skilled		10100	8059	18159	9700	8059	17759	9300	8059	17359						
		2	Semi Skilled		9400	8059	17459	9000	8059	17059	8600	8059	16659						
		3	Un Skilled		8900	8059	16959	8500	8059	16559	8100	8059	16159						
					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	Total Minimum	Basic Rate	Amount of Special	Total Minimum	Basic Rate	Amount of Special	Total Minimum	Basic Rate	Amount of Special	Total Minimum			
		1	Skilled		5500	6468	11968	5000	6468	11468	4500	6468	10968	4000	6468	10468			
		2	Semi Skilled		5000	6468	11468	4500	6468	10968	4000	6468	10468	3500	6468	9968			
		3	Un Skilled		4500	6468	10968	4000	6468	10468	3500	6468	9968	3000	6468	9468			
					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	6762	12262	5000	6762	11762									
		2	Semi Skilled		5000	6762	11762	4500	6762	11262									
		3	Un Skilled		4500	6762	11262	4000	6762	10762									
14	Dispensary Industry	1	Skilled		9000	6583	15583	8700	6583	15283	8000	6583	14583						

		2	Semi Skilled		8800	6583	15383	8300	6583	14883	7800	6583	14383					
		3	Un Skilled		8500	6583	15083	8000	6583	14583	7500	6583	14083					
15	Medicines and Drug Maker Industry	1	Skilled		16605	775	17380	16000	775	16775	15590	775	16365					
		2	Semi Skilled		15185	775	15960	14580	775	15355	14170	775	14945					
		3	Un Skilled		14170	775	14945	13565	775	14340	13155	775	13930					
16	Dairy Industry	1	Skilled		5500	7194	12694	5250	7194	12444	5000	7194	12194					
		2	Semi Skilled		5000	7194	12194	4750	7194	11944	4500	7194	11694					
		3	Un Skilled		4500	7194	11694	4250	7194	11444	4000	7194	11194					
17	Writing Books Making Industry	1	Skilled		6000	4994	10994	5600	4994	10594	5200	4994	10194					
		2	Semi Skilled		5800	4994	10794	5400	4994	10394	5000	4994	9994					
		3	Un Skilled		5600	4994	10594	5200	4994	10194	4800	4994	9794					
18	Edible Tobacco Industry	1	Skilled		3700	6134	9834											
		2	Semi Skilled		3200	6134	9334											
		3	Un Skilled		3000	6134	9134											
19	Engineering Industry	1	Skilled		16450	775	17225	16045	775	16820	15225	775	16000					
		2	Semi Skilled		15025	775	15800	14620	775	15395	13805	775	14580					
		3	Un Skilled		14010	775	14785	13605	775	14380	12795	775	13570					
20	Factories as defined in Section 2 Sub-section (m) of the Factories Act, 1948	1	Skilled		12605	1975	14580	11770	1975	13745	11255	1975	13230					
		2	Semi Skilled		11445	1975	13420	10800	1975	12775	10160	1975	12135					
		3	Un Skilled		10350	1975	12325	9705	1975	11680	9000	1975	10975					
21	Ink and Ballpen Industry	1	Skilled		5300	7763	13063	5100	7763	12863								
		2	Semi Skilled		5050	7763	12813	4850	7763	12613								
		3	Un Skilled		4800	7763	12563	4600	7763	12363								
22	Film Making Industry	1	Skilled		5700	7728	13428	5500	7728	13228								
		2	Semi Skilled		5200	7728	12928	5000	7728	12728								
		3	Un Skilled		4800	7728	12528	4500	7728	12228								
23	Glass Buld making Industry	1	Skilled		7800	6356	14156	7600	6356	13956	7200	6356	13556					
		2	Semi Skilled		7100	6356	13456	6900	6356	13256	6500	6356	12856					
		3	Un Skilled		6600	6356	12956	6400	6356	12756	6000	6356	12356					
24	Glass Industry	1	Skilled		7700	6356	14056	7400	6356	13756	7200	6356	13556					
		2	Semi Skilled		7000	6356	13356	6700	6356	13056	6500	6356	12856					
		3	Un Skilled		6500	6356	12856	6200	6356	12556	6000	6356	12356					

25	Residential Hotels, Hotels (Restaurants)	1	Skilled		7700	6356	14056	7400	6356	13756	7200	6356	13556							
		2	Semi Skilled		7000	6356	13356	6700	6356	13056	6500	6356	12856							
		3	Un Skilled		6500	6356	12856	6200	6356	12556	6000	6356	12356							
26	Saloons (Hair Cutting Saloons)	1	Skilled		7700	6356	14056	7400	6356	13756	7200	6356	13556							
		2	Semi Skilled		7000	6356	13356	6700	6356	13056	6500	6356	12856							
		3	Un Skilled		6500	6356	12856	6200	6356	12556	6000	6356	12356							
27	Hospitals	1	Skilled		6200	7125	13325	6000	7125	13125	5800	7125	12925							
		2	Semi Skilled		5700	7125	12825	5500	7125	12625	5300	7125	12425							
		3	Un Skilled		5300	7125	12425	5100	7125	12225	4900	7125	12025							
28	Ice and cold drinks making industry	1	Skilled		6000	6377	12377	5700	6377	12077										
		2	Semi Skilled		5500	6377	11877	5200	6377	11577										
		3	Un Skilled		5000	6377	11377	4700	6377	11077										
29	Alcohol Production industry	1	Skilled		9910	4784	14694	9910	4784	14694	8470	4784	13254							
		2	Semi Skilled		9670	4784	14454	8950	4784	13734	8225	4784	13009							
		3	Un Skilled		9430	4784	14214	8710	4784	13494	7990	4784	12774							
30	Laundry work industry	1	Skilled		7700	6356	14056	7400	6356	13756	7200	6356	13556							
		2	Semi Skilled		7000	6356	13356	6700	6356	13056	6500	6356	12856							
		3	Un Skilled		6500	6356	12856	6200	6356	12556	6000	6356	12356							
31	Spectacle frame works industry	1	Skilled		5600	6955	12555	5400	6955	12355	5200	6955	12155							
		2	Semi Skilled		5100	6955	12055	4900	6955	11855	4700	6955	11655							
		3	Un Skilled		4600	6955	11555	4400	6955	11355	4200	6955	11155							
32	Oil Mills	1	Skilled		10350	4704	15054	4340	4704	9044										
		2	Semi Skilled		9400	4704	14104	4340	4704	9044										
		3	Un Skilled		8500	4704	13204	4340	4704	9044										
33	Paper and card board industry	1	Skilled		6100	7004	13104	5900	7004	12904	5700	7004	12704							
		2	Semi Skilled		5600	7004	12604	5400	7004	12404	5200	7004	12204							
		3	Un Skilled		5100	7004	12104	4900	7004	11904	4700	7004	11704							
34	Plastic Industry	1	Skilled		5300	6762	12062	5150	6762	11912	5000	6762	11762							
		2	Semi Skilled		4800	6762	11562	4650	6762	11412	4500	6762	11262							
		3	Un Skilled		4300	6762	11062	4150	6762	10912	4000	6762	10762							
35	Paint and varnish making industry	1	Skilled		8200	6356	14556	7800	6356	14156	7400	6356	13756							
		2	Semi Skilled		7500	6356	13856	7100	6356	13456	6700	6356	13056							
		3	Un Skilled		7000	6356	13356	6600	6356	12956	6200	6356	12556							

36	Pohe, churmure and kurmure making Industry	1	Skilled		4400	7156	11556	4200	7156	11356									
		2	Semi Skilled		4250	7156	11406	4050	7156	11206									
		3	Un Skilled		3800	7156	10956	3600	7156	10756									
37	Power Loom industry	1	Skilled		10100	5597	15697	9500	5597	14720	8500	5597	14097						
		2	Semi Skilled		9500	5597	15097	9000	5597	14220	8000	5597	13597						
		3	Un Skilled		9000	5597	14597	8500	5597	13720	7500	5597	13097						
38	Printing Industry	1	Skilled		4600	6236	10836	4300	6236	10536	3700	6236	9936						
		2	Semi Skilled		4500	6236	10736	4200	6236	10436	3600	6236	9836						
		3	Un Skilled		4400	6236	10636	4100	6236	10336	3500	6236	9736						
39	Public Motor Transport Industry	1	Skilled A (Multiaxle Driver, Manager, Supervisor)		5700	7156	12856	5500	7156	12656									
		2	Skilled B (Other Divers)		5500	7156	12656	5300	7156	12456									
		3	Skilled C (Conductor , Clerk)		5300	7156	12456	5100	7156	12256									
		4	Semi Skilled (All assistant)		4600	7156	11756	4400	7156	11556									
		5	Un Skilled (Helper, Cleaner)		4200	7156	11356	4000	7156	11156									
40	Readymade Garment making industry	1	Skilled		8600	6583	15183	8400	6583	14983	7800	6583	14383						
		2	Semi Skilled		7900	6583	14483	7700	6583	14283	7100	6583	13683						
		3	Un Skilled		7400	6583	13983	7200	6583	13783	6600	6583	13183						
41	Rubber Industry	1	Skilled		7700	6356	14056	7400	6356	13756	7200	6356	13556						
		2	Semi Skilled		7000	6356	13356	6700	6356	13056	6500	6356	12856						
		3	Un Skilled		6500	6356	12856	6200	6356	12556	6000	6356	12356						
42	Industries in Rice, Dal and Flour	1	Skilled		4600	7156	11756	4400	7156	11556									
		2	Semi Skilled		4100	7156	11256	3900	7156	11056									
		3	Un Skilled		3800	7156	10956	3600	7156	10756									
43	The industry of making rubber balloons	1	Skilled		4300	7156	11456	4200	7156	11356	4100	7156	11256						
		2	Semi Skilled		4100	7156	11256	3900	7156	11056	3800	7156	10956						
		3	Un Skilled		3800	7156	10956	3700	7156	10856	3600	7156	10756						

44	Steel goods Manufacturing industry	1	Skilled		7800	6356	14156	7600	6356	13956	7200	6356	13556							
		2	Semi Skilled		7100	6356	13456	6900	6356	13256	6500	6356	12856							
		3	Un Skilled		6800	6356	13156	6400	6356	12756	6000	6356	12356							
45	Seepz Industry	1	Skilled		6300	5930	12230													
		2	Semi Skilled		5800	5930	11730													
		3	Un Skilled		5300	5930	11230													
46	Stone Making & Stone breaking	1	Skilled		9500	4056	13556	9100	4056	13156										
		2	Semi Skilled		8500	4056	12556	8100	4056	12156										
		3	Un Skilled		8000	4056	12056	7600	4056	11656										
47	Cosmetics and Soap Making Industry	1	Skilled		7700	6356	14056	7400	6356	13756	7100	6356	13456							
		2	Semi Skilled		7000	6356	13356	6700	6356	13056	6400	6356	12756							
		3	Un Skilled		6500	6356	12856	6200	6356	12556	5900	6356	12256							
48	Shops and Commercial Establishments Industry	1	Skilled		11632	2444	14076	11036	2444	13480	10440	2444	12884							
		2	Semi Skilled		10856	2444	13300	10260	2444	12704	9664	2444	12108							
		3	Un Skilled		10021	2444	12465	9425	2444	11869	8828	2444	11272							
49	Cleaners and scavengers	1	Full time sweeper or Scavenger, Similar workers		10000	5304	15304	9750	5304	15054	9450	5304	14754							
		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+5,304=15,304) (15,304 X 60 %= 9182.4)= (9182)															
50	Saw Mill	1	Skilled		9450	3978	13428	9100	3978	13078	8750	3978	12728							
		2	Semi Skilled		8650	3978	12628	8300	3978	12278	7950	3978	11928							
		3	Un Skilled		7800	3978	11778	7500	3978	11478	7150	3978	11128							
51	Leather and Leather goods making	1	Skilled		9000	4941	13941	8500	4941	13441	8000	4941	12941							
		2	Semi Skilled		8500	4941	13441	8000	4941	12941	7500	4941	12441							
		3	Un Skilled		7800	4941	12741	7500	4941	12441	7000	4941	11941							
52	Metals utensils making industry	1	Skilled		9200	7264	16464	9000	7264	16264	8500	7264	15764							
		2	Semi Skilled		8500	7264	15764	8300	7264	15564	7800	7264	15064							
		3	Un Skilled		8000	7264	15264	7800	7264	15064	7300	7264	14564							

60	Tobacco (Bidi) Industry
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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	3420	3630	192	3420	3612								
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	3420	3616	192	3420	3612								
	(two) Pudkas may be made by applying two labels.														
		203	3420	3623	192	3420	3612								
	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	3420	3435	14	3420	3434								
4	(one) Taraiwala														
	Per Month	5600	3420	9020	5180	3420	8600								
	(two) Beedi picking staff														
		5600	3420	9020	5180	3420	8600								
	(three) Beedi Checker and beedin counter														
		5600	3420	9020	5180	3420	8600								
	(four) Tobacco blender														
		5600	3420	9020	5180	3420	8600								
	(five) Distributor of beedi leaves or tobacco or both														
		5600	3420	9020	5180	3420	8600								
	(six) All other employees not mentioned in the above process														
		5600	3420	9020	5180	3420	8600								
	(seven) furnace														
		(Per month) + Special Pay= (per month) =5947	3420	9053	5320+298 =5618	3420	8791								
	(eight) Munshi or clerk Center Manager														
	Per Month	5880	3420	9300	5740	3420	9160								
	(nine) Accountant (Keeping all accounts of accounts to be used for the purpose of income tax or other taxes.)														
	Per Month	8120	3420	11540	7980	3420	11400								
	(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	3420	11412	7980+119	3420	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	3420	10292	6720+119	3420	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	3420	8293	4990+78	3420	8241							
	(Thirteen) Watchmen , a soldier														
	Per month	5460	3420	8880	5320	3420	8740								
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	3420	9440	5600	3420	9020								
	(two) Mixing tobacco														
	Permonth	7280	3420	10700	6580	3420	10000								
	(three) Grinding Tobacco														
	Permonth	7140	3420	10560	7000	3420	10420								
6	All un skilled workers (by whatever name called)														
	Permonth	5320	3420	8740	4990	3420	8410								

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	4575	13975	8600	4575	13175	7800	4575	12375							
		2	Semi Skilled	8700	4575	13275	8000	4575	12575	7200	4575	11775							
		3	Un Skilled	8000	4575	12575	7300	4575	11875	6700	4575	11275							
65	Salt Business		Highly Skilled	5000	6762	11762													
			Skilled	4600	6762	11362													
			Semi Skilled	4300	6762	11062													
			Un Skilled	4000	6762	10762													
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	124	304	180	124	304	170	124	294	160	124	284	155	124	279
			2	Monthly	4680	3226	7906	4680	3226	7906	4420	3226	7646	4160	3226	7386	4030	3226	7256
		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	124	364	240	124	364	230	124	354	225	124	349	220	124	344
			2	Monthly	6240	3226	9466	6240	3226	9466	5980	3226	9206	5850	3226	9076	2932	3226	6158
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	125	365													
		2	Un Skilled	210	125	335													
		3	Unskilled workers working four hours or part-time up to four hours 60 percent of wages fixed for full-time unskilled workers (335 X 60 %=201) (201)																
				126	201	327													

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

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