

15	Medicines and Drug Maker Industry	1	Skilled	16605	1519	18124	16000	1519	17519	15590	1519	17109							
		2	Semi Skilled	15185	1519	16704	14580	1519	16099	14170	1519	15689							
		3	Un Skilled	14170	1519	15689	13565	1519	15084	13155	1519	14674							
16	Dairy Industry	1	Skilled	5500	7838	13338	5250	7838	13088	5000	7838	12838							
		2	Semi Skilled	5000	7838	12838	4750	7838	12588	4500	7838	12338							
		3	Un Skilled	4500	7838	12338	4250	7838	12088	4000	7838	11838							
17	Writing Books Making Industry	1	Skilled	6000	5522	11522	5600	5522	11122	5200	5522	10722							
		2	Semi Skilled	5800	5522	11322	5400	5522	10922	5000	5522	10522							
		3	Un Skilled	5600	5522	11122	5200	5522	10722	4800	5522	10322							
18	Edible Tobacco Industry	1	Skilled	3700	6660	10360													
		2	Semi Skilled	3200	6660	9860													
		3	Un Skilled	3000	6660	9660													
19	Engineering Industry	1	Skilled	16450	1519	17969	16045	1519	17564	15225	1519	16744							
		2	Semi Skilled	15025	1519	16544	14620	1519	16139	13805	1519	15324							
		3	Un Skilled	14010	1519	15529	13605	1519	15124	12795	1519	14314							
20	Factories as defined in Section 2 Sub-section (m) of the Factories Act, 1948	1	Skilled	12605	2575	15180	11770	2575	14345	11255	2575	13830							
		2	Semi Skilled	11445	2575	14020	10800	2575	13375	10160	2575	12735							
		3	Un Skilled	10350	2575	12925	9705	2575	12280	9000	2575	11575							
21	Ink and Ballpen Industry	1	Skilled	5300	8435	13735	5100	8435	13535										
		2	Semi Skilled	5050	8435	13485	4850	8435	13285										
		3	Un Skilled	4800	8435	13235	4600	8435	13035										
22	Film Making Industry	1	Skilled	5700	8430	14130	5500	8430	13930										
		2	Semi Skilled	5200	8430	13630	5000	8430	13430										
		3	Un Skilled	4800	8430	13230	4500	8430	12930										
23	Glass Buld making Industry	1	Skilled	7800	7028	14828	7600	7028	14628	7200	7028	14228							
		2	Semi Skilled	7100	7028	14128	6900	7028	13928	6500	7028	13528							
		3	Un Skilled	6600	7028	13628	6400	7028	13428	6000	7028	13028							
24	Glass Industry	1	Skilled	7700	7028	14728	7400	7028	14428	7200	7028	14228							
		2	Semi Skilled	7000	7028	14028	6700	7028	13728	6500	7028	13528							
		3	Un Skilled	6500	7028	13528	6200	7028	13228	6000	7028	13028							
25	Residential Hotels, Hotels (Restaurants)	1	Skilled	7700	7028	14728	7400	7028	14428	7200	7028	14228							
		2	Semi Skilled	7000	7028	14028	6700	7028	13728	6500	7028	13528							
		3	Un Skilled	6500	7028	13528	6200	7028	13228	6000	7028	13028							

46	Stone Making & Stone breaking	1	Skilled	9500	4680	14180	9100	4680	13780										
		2	Semi Skilled	8500	4680	13180	8100	4680	12780										
		3	Un Skilled	8000	4680	12680	7600	4680	12280										
47	Cosmetics and Soap Making Industry	1	Skilled	7700	7028	14728	7400	7028	14428	7100	7028	14128							
		2	Semi Skilled	7000	7028	14028	6700	7028	13728	6400	7028	13428							
		3	Un Skilled	6500	7028	13528	6200	7028	13228	5900	7028	12928							
48	Shops and Commercial Establishments Industry	1	Skilled	11632	3068	14700	11036	3068	14104	10440	3068	13508							
		2	Semi Skilled	10856	3068	13924	10260	3068	13328	9664	3068	12732							
		3	Un Skilled	10021	3068	13089	9425	3068	12493	8828	3068	11896							
49	Cleaners and scavengers	1	Full time sweeper or Scavenger, Similar workers	10000	6120	16120	9750	6120	15870	9450	6120	15570							
		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+6,120=16,120) (16,120 X 60 %= 9672)= (9672)															
50	Saw Mill	1	Skilled	9450	4590	14040	9100	4590	13690	8750	4590	13340							
		2	Semi Skilled	8650	4590	13240	8300	4590	12890	7950	4590	12540							
		3	Un Skilled	7800	4590	12390	7500	4590	12090	7150	4590	11740							
51	Leather and Leather goods making	1	Skilled	9000	5589	14589	8500	5589	14089	8000	5589	13589							
		2	Semi Skilled	8500	5589	14089	8000	5589	13589	7500	5589	13089							
		3	Un Skilled	7800	5589	13389	7500	5589	13089	7000	5589	12589							
52	Metals utensils making industry	1	Skilled	9200	8032	17232	9000	8032	17032	8500	8032	16532							
		2	Semi Skilled	8500	8032	16532	8300	8032	16332	7800	8032	15832							
		3	Un Skilled	8000	8032	16032	7800	8032	15832	7300	8032	15332							
53	Wooden Photo frames making	1	Skilled	7700	7028	14728	7400	7028	14428	7200	7028	14228							
		2	Semi Skilled	7000	7028	14028	6700	7028	13728	6500	7028	13528							
		3	Un Skilled	6500	7028	13528	6200	7028	13228	6000	7028	13028							
54	Wooden Furniture Industry	1	Skilled	7600	7028	14628	7400	7028	14428	7200	7028	14228							
		2	Semi Skilled	6900	7028	13928	6700	7028	13728	6500	7028	13528							
		3	Un Skilled	6400	7028	13428	6200	7028	13228	6000	7028	13028							

55	Watch strips making industry	1	Skilled	5500	7770	13270	5200	7770	12970	4900	7770	12670	
		2	Semi Skilled	5100	7770	12870	4800	7770	12570	4500	7770	12270	
		3	Un Skilled	4800	7770	12570	4500	7770	12270	4200	7770	11970	
56	Handlooms Industry	1	Skilled	7000	4761	11761	8000	4761	12761	8500	4761	13261	
		2	Semi Skilled	6500	4761	11261	7500	4761	12261	8000	4761	12761	
		3	Un Skilled	6000	4761	10761	7000	4761	11761	7500	4761	12261	
57	Pottery Industry	1	Skilled	8000	4761	12761	7500	4761	12261	7000	4761	11761	
		2	Semi Skilled	7500	4761	12261	7000	4761	11761	6500	4761	11261	
		3	Un Skilled	7000	4761	11761	6500	4761	11261	6000	4761	10761	
SN	Name of Scheduled Employment	Category of Employees	Zone wise minimum basic wages rate (Per month Rupees)										
			Remote Area					Other Area					
			Basic Rate	Amount of Special allowance (Per Month)	Total Minimum Wages	Basic Rate	Amount of Special allowance (Per Month)	Total Minimum Wages					
58	Forestry and Forestry industry	1	Skilled	6000	7343	13343	5550	7343	12893				
		2	Semi Skilled	5600	7343	12943	5100	7343	12443				
		3	Un Skilled	5200	7343	12543	4700	7343	12043				
SN	Name of Scheduled Employment	Category of Employees	Zone wise minimum basic wages rate (Per month Rupees)										
			Zone 1					Zone 2					
			Basic Rate	Amount of Special allowance (Per Month)	Total Minimum Wages	Basic Rate	Amount of Special allowance (Per Month)	Total Minimum Wages					
59	Silver Industry	1	Skilled	5500	7728	13228	5200	7728	12928				
		2	Semi Skilled	5000	7728	12728	4800	7728	12528				
		3	Un Skilled	4500	7728	12228	4300	7728	12028				

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	3838		192	3838				
2	Wrapping thousand pudkaas (bundles), Labeling, Tying bundles, Employees involve in this work									
	(one) Pudkas may be produced with one label, or only two labels without insertion.									
		196	3838		192	3838				
	(two) Pudkas may be made by applying two labels.									
		203	3838		192	3838				
	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	3838		14	3838				
4	(one) Taraiwala									
	Per Month	5600	3838	9438	5180	3838	9018			
	(two) Beedi picking staff									
		5600	3838	9438	5180	3838	9018			
	(three) Beedi Checker and beedin counter									
		5600	3838	9438	5180	3838	3838			
	(four) Tobacco blender									
		5600	3838	9438	5180	3838	9018			
	(five) Distributor of beedi leaves or tobacco or both									
		5600	3838	9438	5180	3838	9018			
	(six) All other employees not mentioned in the above process									
		5600	3838	9438	5180	3838	9018			
	(seven) furnace									
	Per month + Special Pay+ (per month)	5600+347 =5947	3838	9538	5320+298 =5618	3838	9209	3838		
	(eight) Munshi or clerk Center Manager									
	Per Month	5880	3838	9718	5740	3838	9578			
	(nine) Accountant (Keeping all accounts of accounts to be used for the purpose of income tax or other taxes.)									
	Per Month	8120	3838	11958	7980	3838	11818			
	(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	3838	11412	7980+119	3838	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	3838	10292	6720+119	3838	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	3838	8293	4990+78	3838	8241			
	(Thirteen) Watchmen , a soldier									
	Per month	5460	3838	9298	5320	3838	9158			
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	3838	9858	5600	3838	9438			
	(two) Mixing tobacco									
	Permonth	7280	3838	11118	6580	3838	10418			
	(three) Grinding Tobacco									
	Permonth	7140	3838	10978	7000	3838	10838			
6	All un skilled workers (by whatever name called)									
	Permonth	5320	3838	9158	4990	3838	8828			

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 64 processes (Stable)	1	Skilled	9400	5175	14575	8600	5175	13775	7800	5175	12975							
		2	Semi Skilled	8700	5175	13875	8000	5175	13175	7200	5175	12375							
		3	Un Skilled	8000	5175	13175	7300	5175	12475	6700	5175	11875							
65	Salt Business		Highly Skilled	5000	7376	12376													
			Skilled	4600	7376	11976													
			Semi Skilled	4300	7376	11676													
			Un Skilled	4000	7376	11376													
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	143	323	180	143	323	170	143	313	160	143	303	155	143	298
			2	Monthly	4680	3708	8388	4680	3708	8388	4420	3708	8128	4160	3708	7868	4030	3708	7738
		3	Annual	Not Applicable			56160	44496	100656	53040	44496	97536	49920	44496	94416	48360	44496	92856	
		B)	For workers working on oil, steam or electric powered machinery																
			1	Daily	240	143	383	240	143	383	230	143	373	225	143	368	220	143	363
			2	Monthly	6240	3708	9948	6240	3708	9948	5980	3708	9688	5850	3708	9558	5720	3708	9428
3	Annual	Not Applicable			74880	44496	119376	71760	44496	116256	70200	44496	114696	68640	44496	113136			
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	143	383													
		2	Un Skilled	210	143	353													
		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 % and 132 X 60 %)																
			126	86	212														

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

(Mr. Santosh Bhosale)
Deputy Labour Commissioner (Rural Development), Mumbai
& Competent Authority under the Minimum Wages Act, 1948