

# THE POWER OF BEING UNDERSTOOD

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## Maharashtra Revised Minimum Wage rate 01st July 2019 to 31st Dec 2019



## Maharashtra Minimum Wage rate revised from 01st July 2019 to 31st Dec 2019

| AUTOMOBILE REPAIRING |              |           |          |                          |  |           |
|----------------------|--------------|-----------|----------|--------------------------|--|-----------|
| Sr. No.              | Category     | Mode      | Basic    | Special Allowance (D.A.) | H.R.A. (5% of Basic + Spec. All.)<br>(Only If Establishment Having More than 50 Employees) | TOTAL     |
| 1                    | Un Skilled   | Per Month | 4,800.00 | 5,152.00                 | 497.60   | 10,449.60 |
| 2                    | Semi Skilled | Per Month | 5,100.00 | 5,152.00                 | 512.60   | 10,764.60 |
| 3                    | Skilled      | Per Month | 5,500.00 | 5,152.00                 | 532.60   | 11,184.60 |

| FACTORY |              |           |          |                          |  |           |
|---------|--------------|-----------|----------|--------------------------|--|-----------|
| Sr. No. | Category     | Mode      | Basic    | Special Allowance (D.A.) | H.R.A. (5% of Basic + Spec. All.)<br>(Only If Establishment Having More than 50 Employees) | TOTAL     |
| 1       | Un Skilled   | Per Month | 4,500.00 | 4,725.00                 | 461.25   | 9,686.25  |
| 2       | Semi Skilled | Per Month | 5,000.00 | 4,725.00                 | 486.25   | 10,211.25 |
| 3       | Skilled      | Per Month | 5,500.00 | 4,725.00                 | 511.25   | 10,736.25 |

| SEEPZ INDUSTRIES |              |           |          |                          |  |           |
|------------------|--------------|-----------|----------|--------------------------|--|-----------|
| Sr. No.          | Category     | Mode      | Basic    | Special Allowance (D.A.) | H.R.A. (5% of Basic + Spec. All.)<br>(Only If Establishment Having More than 50 Employees) | TOTAL     |
| 1                | Un Skilled   | Per Month | 5,300.00 | 4,172.00                 | 473.60   | 9,945.60  |
| 2                | Semi Skilled | Per Month | 5,800.00 | 4,172.00                 | 498.60   | 10,470.60 |
| 3                | Skilled      | Per Month | 6,300.00 | 4,172.00                 | 523.60   | 10,995.60 |

**With Effect From : 01-07-2019 to 23-07-2019**

| SHOP & ESTABLISHMENT |              |           |          |                          |  |           |
|----------------------|--------------|-----------|----------|--------------------------|--|-----------|
| Sr. No.              | Category     | Mode      | Basic    | Special Allowance (D.A.) | H.R.A. (5% of Basic + Spec. All.)<br>(Only If Establishment Having More than 50 Employees) | TOTAL     |
| 1                    | Un Skilled   | Per Month | 5,000.00 | 4,482.00                 | 474.10   | 9,956.10  |
| 2                    | Semi Skilled | Per Month | 5,400.00 | 4,482.00                 | 494.10   | 10,376.10 |
| 3                    | Skilled      | Per Month | 5,800.00 | 4,482.00                 | 514.10   | 10,796.10 |

## Maharashtra Shop Basic Wage rate from 24<sup>th</sup> July, 2019

Government Of Maharashtra vide notification No.MWA-1015/418/CR-140/LAB-7 has introduced revised basic rates of wage effective from 24th July 2019 for **“Employment in shop & commercial establishment”** in the state of Maharashtra.

This notification revises the existing basic rates and a new dearness allowance notification may be released which would be calculated to arrive at the final minimum rates of wages.

**With Effect From : 24-07-2019 to 31-12-2019**

| SHOP & ESTABLISHMENT - Zone I |              |           |           |                          |   |           |
|-------------------------------|--------------|-----------|-----------|--------------------------|---|-----------|
| Sr. No.                       | Category     | Mode      | Basic     | Special Allowance (D.A.) | H.R.A. (5% of Basic + Spec. All.)                     | TOTAL     |
|                               |              |           |           |                          | (Only If Establishment Having More than 50 Employees) |           |
| 1                             | Un Skilled   | Per Month | 10,021.00 | 390.00                   | 520.55  | 10,931.55 |
| 2                             | Semi Skilled | Per Month | 10,856.00 | 390.00                   | 562.30  | 11,808.30 |
| 3                             | Skilled      | Per Month | 11,632.00 | 390.00                   | 601.10  | 12,623.10 |

| SHOP & ESTABLISHMENT - Zone II |              |           |           |                          |   |           |
|--------------------------------|--------------|-----------|-----------|--------------------------|---|-----------|
| Sr. No.                        | Category     | Mode      | Basic     | Special Allowance (D.A.) | H.R.A. (5% of Basic + Spec. All.)                     | TOTAL     |
|                                |              |           |           |                          | (Only If Establishment Having More than 50 Employees) |           |
| 1                              | Un Skilled   | Per Month | 9,425.00  | 390.00                   | 490.75  | 10,305.75 |
| 2                              | Semi Skilled | Per Month | 10,260.00 | 390.00                   | 532.50  | 11,182.50 |
| 3                              | Skilled      | Per Month | 11,036.00 | 390.00                   | 571.30  | 11,997.30 |

| SHOP & ESTABLISHMENT - Zone III |              |           |           |                          |   |           |
|---------------------------------|--------------|-----------|-----------|--------------------------|---|-----------|
| Sr. No.                         | Category     | Mode      | Basic     | Special Allowance (D.A.) | H.R.A. (5% of Basic + Spec. All.)                     | TOTAL     |
|                                 |              |           |           |                          | (Only If Establishment Having More than 50 Employees) |           |
| 1                               | Un Skilled   | Per Month | 8,828.00  | 390.00                   | 460.90  | 9,678.90  |
| 2                               | Semi Skilled | Per Month | 9,664.00  | 390.00                   | 502.70  | 10,556.70 |
| 3                               | Skilled      | Per Month | 10,440.00 | 390.00                   | 541.50  | 11,371.50 |



### Explanation: For the purposes of this notification:

- (a) **Zone I:** Shall comprise of the areas falling within the limits of all Municipal corporations and Industrial areas within 20 kilometers radius from all the Municipal corporations limit and cantonment areas;
- (b) **Zone II:** Shall comprise of the areas falling within the limits of all Municipal councils;
- (c) **Zone III:** Shall comprise of all other areas in the state, which are not included in Zone I and Zone II;
- (d) **Skilled** employee is one who is capable of working efficiently, of exercising considerable independent judgment and of discharging his duties responsibly;
- (e) **Semi skilled** employee is one who, does work generally of a well defined routine nature wherein the major requirement is not so much of the judgment, skills and dexterity, but of proper discharge of duties assigned to him for a relatively narrow job and important decisions are made by others. His work is thus limited to the performance of routine operation of limited scope;
- (f) **Unskilled** employee is 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 thus require, in addition to physical exertion, familiarity with a variety of articles or goods.

### Notes:

- ⇒ If **daily wages** payable to an employees than daily wages shall be computed by dividing 26. (the amount should be round up to the nearest paisa)
- ⇒ If **Hourly wages** payable to an employee than it shall be computed by dividing 8 hours with rise 15% in it. (the amount should be round up to the nearest paisa)