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**Newflash on Revised VDA Rate for Minimum Wages in
Maharashtra from 01st July 2020 to 31st Dec 2020**



Minimum Wages for Maharashtra

Revised D.A Rates Effective from 1 July 2020 to 31 December 2020

The Government Of Maharashtra, vide notification No. MWA/ v.bh./2020-2/Karya-10/4196, dated 5th August 2020, has revised the DA rates as under for the state of Maharashtra.

AUTOMOBILE REPAIRING - Zone I						
Sr. No.	Category	Mode	Basic	Special Allowance (D.A.)	H.R.A. (5% of Basic + Spec. All.) (Only for Establishments Having More than 50 Employees)	TOTAL
1	Un Skilled	Per Month	4,800	5,712	525.60	11,037.60
2	Semi Skilled	Per Month	5,100	5,712	540.60	11,352.60
3	Skilled	Per Month	5,500	5,712	560.60	11,772.60

AUTOMOBILE REPAIRING Zone II						
Sr. No.	Category	Mode	Basic	Special Allowance (D.A.)	H.R.A. (5% of Basic + Spec. All.) (Only for Establishments Having More than 50 Employees)	TOTAL
1	Un Skilled	Per Month	4,500	5,712	510.60	10,722.60
2	Semi Skilled	Per Month	4,800	5,712	525.60	11,037.60
3	Skilled	Per Month	5,200	5,712	545.60	11,457.60

AUTOMOBILE REPAIRING Zone III						
Sr. No.	Category	Mode	Basic	Special Allowance (D.A.)	H.R.A. (5% of Basic + Spec. All.) (Only If Establishment Having More than 50 Employees)	TOTAL
1	Un Skilled	Per Month	4,200	5,712	495.60	10,407.60
2	Semi Skilled	Per Month	4,500	5,712	510.60	10,722.60
3	Skilled	Per Month	4,900	5,712	530.60	11,142.60

ELECTRONIC INDUSTRY IN SEEPZ						
Sr. No.	Category	Mode	Basic	Special Allowance (D.A.)	H.R.A. (5% of Basic + Spec. All.) (Only for Establishments Having More than 50 Employees)	TOTAL
1	Un Skilled	Per Month	5,300	4,679	498.95	10,477.95
2	Semi Skilled	Per Month	5,800	4,679	523.95	11,002.95
3	Skilled	Per Month	6,300	4,679	548.95	11,527.95

Maharashtra Shops & Establishments -

Basic Wage Rate from 24 July, 2019

The Government Of Maharashtra vide notification No. MWA-1015/418/CR-140/LAB-7, had revised the basic rates of wages effective from 24th July 2019 for "Employment in Shops & Commercial Establishments" in the state of Maharashtra.

Revised D.A Rates Effective from 1 July 2020 to 31 December 2020

Further, vide notification no. _MWA/ v.bh./2020-2/Karya-10/4196, dated 5th August 2020, the DA rates have been now revised as under -

SHOP & ESTABLISHMENT - Zone I						
Sr. No.	Category	Mode	Basic	Special Allowance (D.A.)	H.R.A. (5% of Basic + Spec. All.)	TOTAL
					(Only for Establishments Having More than 50 Employees)	
1	Un Skilled	Per Month	10,021	936	547.85	11,504.85
2	Semi Skilled	Per Month	10,856	936	589.60	12,381.60
3	Skilled	Per Month	11,632	936	628.40	13,196.40

SHOP & ESTABLISHMENT - Zone II						
Sr. No.	Category	Mode	Basic	Special Allowance (D.A.)	H.R.A. (5% of Basic + Spec. All.)	TOTAL
					(Only for Establishments Having More than 50 Employees)	
1	Un Skilled	Per Month	9,425	936	518.05	10,879.05
2	Semi Skilled	Per Month	10,260	936	559.80	11,755.80
3	Skilled	Per Month	11,036	936	598.60	12,570.60

SHOP & ESTABLISHMENT - Zone III						
Sr. No.	Category	Mode	Basic	Special Allowance (D.A.)	H.R.A. (5% of Basic + Spec. All.)	TOTAL
					(Only for Establishments Having More than 50 Employees)	
1	Un Skilled	Per Month	8,828	936	488.20	10,252.20
2	Semi Skilled	Per Month	9,664	936	530.00	11,130.00
3	Skilled	Per Month	10,440	936	568.80	11,944.80

Maharashtra Factories—Basic Wage Rate from 30 August, 2019

The Government Of Maharashtra, vide notification No.MWA-52010/CR-1314/LAB-7, had revised the basic rates of wage for “Employment in any factory as defined under clause (m) of section 2 or within the meaning of section 85 of the Factories Act,1948 ” in the state of Maharashtra with effect from the 30th August 2019.

Revised D.A Rates Effective from 1 July 2020 to 31 December 2020

Further, vide notification no. MWA/ v.bh./2020-2/Karya-10/4196, dated 5th August 2020, the DA rates have been now revised as under -

Factory - Zone I						
Sr. No.	Category	Mode	Basic	Special Allowance (D.A.)	H.R.A. (5% of Basic + Spec. All.)	TOTAL
					(Only for Establishments Having More than 50 Employees)	
1	Un Skilled	Per Month	10,350	525	543.75	11,418.75
2	Semi Skilled	Per Month	11,445	525	598.50	12,568.50
3	Skilled	Per Month	12,605	525	656.50	13,786.50

Factory Zone II						
Sr. No.	Category	Mode	Basic	Special Allowance (D.A.)	H.R.A. (5% of Basic + Spec. All.)	TOTAL
					(Only for Establishments Having More than 50 Employees)	
1	Un Skilled	Per Month	9,705	525	511.50	10,741.50
2	Semi Skilled	Per Month	10,800	525	566.25	11,891.25
3	Skilled	Per Month	11,770	525	614.75	12,909.75

Factory Zone III						
Sr. No.	Category	Mode	Basic	Special Allowance (D.A.)	H.R.A. (5% of Basic + Spec. All.)	TOTAL
					(Only for Establishments Having More than 50 Employees)	
1	Un Skilled	Per Month	9,000	525	476.25	10,001.25
2	Semi Skilled	Per Month	10,160	525	534.25	11,219.25
3	Skilled	Per Month	11,255	525	589.00	12,369.00



Explanation: For the purposes of this notification, please note as under

- (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.
- (g) For employees on **daily wages, the** minimum wage shall be computed by dividing the monthly amount by 26. (the amount should be round up to the nearest paisa)
- (h) If employees are on **Hourly wages,** than the minimum wage shall be computed by dividing the daily amount by 8 hours and adding 15% to the amount (the amount should be round up to the nearest paisa)



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This newsflash is general in nature. In this newsflash, we have summarized the Maharashtra notification dated 5th August 2020 on Variable Dearness Allowance and minimum wages. It may be noted that nothing contained in this newsflash should be regarded as our opinion and facts of each case will need to be analyzed to ascertain applicability or otherwise of the said notification and appropriate professional advice should be sought for applicability of legal provisions based on specific facts. We are not responsible for any liability arising from any statements or errors contained in this newsflash.

06 August 2020