

Newsflash on Revised VDA Rate for Minimum Wages in Maharashtra from 01st Jan 2021 to 30th Jun 2021



Minimum Wage of Maharashtra

Revised D.A. Rates Effective From 01st Jan 2021 to 30th Jun 2021

The Government Of Maharashtra, vide notification No. MWA/ v.bh./2021-1/Karya-10/120, dated 5th February 2021, has revised the DA rates as under for the state of Maharashtra.

AUTOMOBILE REPAIRING - Zone I									
C.,					H.R.A. (5% of Basic + Spec. All.)				
Sr. No.	Category	Mode	Basic	Special Allow- ance (D.A.)	(Only If Establishment Having More than 50 Employees)	TOTAL			
1	Un Skilled	Per Month	4,800	5,970	538.50	11,308.50			
2	Semi Skilled	Per Month	5,100	5,970	553.50	11,623.50			
3	Skilled	Per Month	5,500	5,970	573.50	12,043.50			

	AUTOMOBILE REPAIRING Zone II									
C.,				0	H.R.A. (5% of Basic + Spec. All.)	TOTAL				
Sr. No.	Category	Mode	Basic	Special Allow- ance (D.A.)	(Only If Establishment Having More than 50 Employees)					
1	Un Skilled	Per Month	4,500	5,970	523.50	10,993.50				
2	Semi Skilled	Per Month	4,800	5,970	538.50	11,308.50				
3	Skilled	Per Month	5,200	5,970	558.50	11,728.50				

AUTOMOBILE REPAIRING Zone III									
C.,				Coosial Allaw	H.R.A. (5% of Basic + Spec. All.)				
Sr. No.	Category	Mode	Basic	Special Allow- ance (D.A.)	(Only If Establishment Having More than 50 Employees)	TOTAL			
1	Un Skilled	Per Month	4,200	5,970	508.50	10,678.50			
2	Semi Skilled	Per Month	4,500	5,970	523.50	10,993.50			
3	Skilled	Per Month	4,900	5,970	543.50	11,413.50			

	ELECTRONIC INDUSTRY IN SEEPZ								
6.				Special Allow	H.R.A. (5% of Basic + Spec. All.)				
Sr. No.	Category	Mode	Basic	Special Allow- ance (D.A.)	(Only If Establishment Having More than 50 Employees)	TOTAL			
1	Un Skilled	Per Month	5,300	4,997	514.85	10,811.85			
2	Semi Skilled	Per Month	5,800	4,997	539.85	11,336.85			
3	Skilled	Per Month	6,300	4,997	564.85	11,861.85			



Maharashtra Shop & Establishment - 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 <u>"Employment in shop & commercial establishment"</u> in the state of Maharashtra.

Revised D.A. Rate Effective From 01st Jan 2021 to 30th Jun 2021

Further, vide notification no. MWA/ v.bh./2021-1/Karya-10/120, dated 5th February 2021, the DA rates have been now revised as under -

	SHOP & ESTABLISHMENT - Zone I									
C				0	H.R.A. (5% of Basic + Spec. All.)					
Sr. No.	Category	Mode	Basic	Special Allow- ance (D.A.)	(Only If Establishment Having More than 50 Employees)	TOTAL				
1	Un Skilled	Per Month	10,021	1,092	555.65	11,668.65				
2	Semi Skilled	Per Month	10,856	1,092	597.40	12,545.40				
3	Skilled	Per Month	11,632	1,092	636.20	13,360.20				

	SHOP & ESTABLISHMENT - Zone II								
٠.,				Consist Allow	H.R.A. (5% of Basic + Spec. All.)				
Sr. No.	Category	Mode	Basic	Special Allow- ance (D.A.)	(Only If Establishment Having More than 50 Employees)	TOTAL			
1	Un Skilled	Per Month	9,425	1,092	525.85	11,042.85			
2	Semi Skilled	Per Month	10,260	1,092	567.60	11,919.60			
3	Skilled	Per Month	11,036	1,092	606.40	12,734.40			

	SHOP & ESTABLISHMENT - Zone III								
O.,				Created Allana	H.R.A. (5% of Basic + Spec. All.)				
Sr. No.	Category	Mode	Basic	Special Allow- ance (D.A.)	(Only If Establishment Having More than 50 Employees)	TOTAL			
1	Un Skilled	Per Month	8,828	1,092	496.00	10,416.00			
2	Semi Skilled	Per Month	9,664	1,092	537.80	11,293.80			
3	Skilled	Per Month	10,440	1,092	576.60	12,108.60			



Maharashtra Factories - Basic Wage rate from 30th August, 2019

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

Revised D.A. Rates Effective From 01st Jan 2021 to 30th Jun 2021

Further, vide notification no. MWA/ v.bh./2021-1/Karya-10/120, dated 5th February 2021, the DA rates have been now revised as under -

	Factory - Zone I								
6.4					H.R.A. (5% of Basic + Spec. All.)				
Sr. No.	Category	Mode	Basic	Special Allow- ance (D.A.)	(Only If Establishment Having More than 50 Employees)	TOTAL			
1	Un Skilled	Per Month	10,350	675	551.25	11,576.25			
2	Semi Skilled	Per Month	11,445	675	606.00	12,726.00			
3	Skilled	Per Month	12,605	675	664.00	13,944.00			

	Factory Zone II								
C.,				Consist Allana	H.R.A. (5% of Basic + Spec. All.)				
Sr. No.	Category	Mode	Basic	Special Allow- ance (D.A.)	(Only If Establishment Having More than 50 Employees)	TOTAL			
1	Un Skilled	Per Month	9,705	675	519.00	10,899.00			
2	Semi Skilled	Per Month	10,800	675	573.75	12,048.75			
3	Skilled	Per Month	11,770	675	622.25	13,067.25			

Factory Zone III								
C.,	0				H.R.A. (5% of Basic + Spec. All.)			
Sr. No.	Category	Mode	Basic	Special Allow- ance (D.A.)	(Only If Establishment Having More than 50 Employees)	TOTAL		
1	Un Skilled	Per Month	9,000	675	483.75	10,158.75		
2	Semi Skilled	Per Month	10,160	675	541.75	11,376.75		
3	Skilled	Per Month	11,255	675	596.50	12,526.50		



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) <u>Skilled</u> employee is one who is capable of working efficiently, of exercising considerable independent judgment and of discharging his duties responsibly;
- (e) <u>Semi skilled</u> 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) <u>Unskilled</u> 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 February 2021 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.

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