





Sr. No	Name of Scheduled Industry	Category of worker	Circle wise Minimum Basic Pay Scale (Rs. per month)																	
			Circle 1			Circle 2			Circle 3											
					Minimum Basic Wage Rate	Amount of Special Allowance (per month)	Total Minimum Wage	Minimum Basic Wage Rate	Amount of Special Allowance (per month)	Total Minimum Wage	Minimum Basic Wage Rate	Amount of Special Allowance (per month)	Total Minimum Wage							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
10	Cement and cement based industries	1	skillful		3,710	6,421	10,131	3,410	6,421	9,831	3,110	6,421	9,531							
		2	semi-skilled		3,690	6,421	10,031	3,310	6,421	9,731	3,010	6,421	9,431							
		3	unskilled		3,510	6,421	9,931	3,210	6,421	9,361	2,991	6,421	9,331							
11	Construction, maintenance of roads, construction industry	1	Skillful		21,860	902	22,762	20,990	902	21,892	20,125	902	21,027							
		2	Semi-Skilled		20,345	902	21,247	19,475	902	20,377	18,610	902	19,512							
		3	Unskilled		19,265	902	20,167	18,400	902	19,302	17,530	902	18,432							
Sr. No	Name of Scheduled Industry	Category of worker	Circle wise Minimum Basic Pay Scale (Rs. per month)																	
					Multiplex			Circle 2			Circle 2			Touring Talkies						
					Minimum Basic Wage Rate	Amount of Special Allowance (per month)	Total Minimum Wage	Minimum Basic Wage Rate	Amount of Special Allowance (per month)	Total Minimum Wage	Minimum Basic Wage Rate	Amount of Special Allowance (per month)	Total Minimum Wage	Minimum Basic Wage Rate	Amount of Special Allowance (per month)	Total Minimum Wage				
12	Film Exhibition Industry	1	Skillful		5,500	6,675	12,175	5,000	6,675	11,675	4,500	6,675	11,175	4,000	6,675	10,675				
		2	Semi-Skilled		5,000	6,675	11,675	4,500	6,675	11,175	4,000	6,675	10,675	3,500	6,675	10,175				
		3	Unskilled		4,500	6,675	11,175	4,000	6,675	10,675	3,500	6,675	10,175	3,000	6,675	9,675				
13	Working in a bicycle mechanics workshop	1	Skillful		5,500	6,998	12,498	5,000	6,998	11,998			-							
		2	Semi-Skilled		5,000	6,998	11,998	4,500	6,998	11,498			-							
		3	Unskilled		4,500	6,998	11,498	4,000	6,998	10,998			-							

**OFFICE OF THE LABOR COMMISSIONER**

**"Kamgar Bhavan" E - Block, C -20**

**Bandra - Kurla Sankulan, Bandra (East)**

**Mumbai - 400 059**

**Dated 01.08.2023**

No. P.D./BMW/D.B/202023(2)/Off-10 / / Basic Minimum Wage + Amount of Special Allowance = Total Minimum Wage for workers in the following Scheduled Industries under the Minimum Wages Act, 1948  
Dated 01/07/2023 to Dt. It is being announced for the period up to 31/12/2023.

Sr. No	Name of Scheduled Industry	Category of worker	Circle wise Minimum Basic Pay Scale (Rs. per month)																
			Circle 1			Circle 2			Circle 3										
					Minimum Basic Wage Rate	Amount of Special Allowance (per month)	Total Minimum Wage	Minimum Basic Wage Rate	Amount of Special Allowance (per month)	Total Minimum Wage	Minimum Basic Wage Rate	Amount of Special Allowance (per month)	Total Minimum Wage						
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
14	Medical Department	1	Skillful		9000	6844	15844	8700	6844	15544	8000	6844	14844						
		2	Semi-Skilled		8800	6844	15644	8300	6844	15144	7800	6844	14644						
		3	Unskilled		8500	6844	15344	8000	6844	14844	7500	6844	14344						
15	Medicines and drug manufacturing industry	1	Skillful		16605	1054	17651	16000	1054	17054	15590	1054	16644						
		2	Semi-Skilled		15185	1054	16239	14580	1054	15634	14170	1054	1524						
		3	Unskilled		14170	1054	15224	13565	1054	14619	13155	1054	14209						
16	Dugdhalaya (Dairy) Industry	1	Skillful		5500	7442	12942	5250	7442	12692	5000	7442	12442						
		2	Semi-Skilled		5000	7442	12442	4750	7442	12192	4500	7442	11942						
		3	Unskilled		4500	7442	11942	4250	7442	11692	4000	7442	11442						
17	A writing book industry	1	Skillful		6000	5192	11192	5600	5192	10792	5200	5192	10392						
		2	Semi-Skilled		5800	5192	10992	5400	5192	10592	5000	5192	10192						
		3	Unskilled		5600	5192	10792	5200	5192	10392	4800	5192	9992						
18	Edible Tobacco Industry	1	Semi-Skilled		3700	6336	10036			-			-						
		2	Unskilled		3200	6336	9536			-			-						
		3	Skillful		3000	6336	9336			-			-						
19	Engineering industry	1	Semi-Skilled		16450	1054	17504	16045	1054	17099	15225	1054	16279						
		2	Unskilled		15025	1054	16079	14620	1054	15674	13805	1054	14859						
		3	Skillful		14010	1054	15064	13605	1054	14659	12795	1054	13849						
20	Factories within the meaning of section 2 sub-clause (m) of the Factories Act, 1948	1	Semi-Skilled		12605	2200	14805	11770	2200	13970	11255	2200	13455						
		2	Unskilled		11445	2200	13645	10800	2200	13000	10160	2200	12360						
		3	Skillful		10357	2200	12550	9705	2200	11905	9000	2200	11200						



29	Employment in Brewery	1	Skillful		9910	5039	14949	9190	5039	14229	8470	5039	13509					
		2	Semi-Skilled		9670	5039	14709	8950	5039	13989	8225	5039	13264					
		3	Unskilled		9430	5039	14469	8710	5039	13749	7910	5039	13029					
30	Laundry industry	1	Skillful		7700	6608	14308	7400	6608	14008	7200	6608	13808					
		2	Semi-Skilled		7000	6608	13608	6700	6608	13608	6500	6608	13108					
		3	Unskilled		6500	6608	13108	6200	6608	12808	6000	6608	12608					
31	Spectacle frame industry	1	Skillful		5600	7198	12798	5400	7198	12598	5200	7198	12398					
		2	Semi-Skilled		5,100	7,198	12,298	4,900	7,198	12098	4700	7198	11898					
		3	Unskilled		4600	7198	11798	4400	7198	11598	4200	7198	11398					
32	Oil Mill Industry	1	Skillful		10350	4956	15306	9800	4956	14756			-					
		2	Semi-Skilled		9400	4956	14356	8850	4956	13806			-					
		3	Unskilled		8500	4956	13856	7950	4956	12906			-					
33	Paper and paper pulp industry	1	Skillful		6100	7262	13362	5900	7262	13162	5700	7262	12962					
		2	Semi-Skilled		5600	7262	12862	5400	7262	12662	5200	7262	12862					
		3	Unskilled		5100	7262	12362	4900	7262	12162	4700	7262	11962					
34	Plastic industry	1	Skillful		5300	6998	12298	5150	6998	12148	5000	6998	11998					
		2	Semi-Skilled		4800	6998	11798	4650	6998	11648	4500	6998	11498					
		3	Unskilled		4300	6998	11298	4150	6998	11148	4000	6998	10998					
35	Paint and Varnish Manufacturing Industry	1	Skillful		8200	6608	14808	7800	6608	14408	7400	6608	14008					
		2	Semi-Skilled		7500	6608	14108	7100	6608	13708	6700	6608	13308					
		3	Unskilled		7000	6608	13608	6600	6608	13208	6200	6608	12808					
36	Industry making poha, churmure and kurmure	1	Skillful		4400	7392	11792	4200	7392	11592			-					
		2	Semi-Skilled		4250	7392	11642	4050	7392	11442			-					
		3	Unskilled		3800	7392	11192	3600	7392	10992			-					
37	Machinery Industry	1	Skillful		10100	5858	15958	9500	5858	15358	8500	5858	14358					
		2	Semi-Skilled		9500	5858	15358	9000	5858	14858	8000	5858	13858					
		3	Unskilled		9000	5858	14858	8,500	5,858	14,358	7,500	5,858	13,358					







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			Circle 1			Circle 2			Circle 3								
				Minimum Basic Wage Rate	Amount of Special Allowance (per month)	Total Minimum Wage	Minimum Basic Wage Rate	Amount of Special Allowance (per month)	Total Minimum Wage	Minimum Basic Wage Rate	Amount of Special Allowance (per month)	Total Minimum Wage					
47	Cosmetics and soap making industry	1	Skillful	7,700	6,608	14,308	7,400	6,608	14,008	7,100	6,608	13,008					
		2	Semi-Skilled	7,000	6,608	13,608	6,700	6,608	13,308	6,400	6,608	13,008					
		3	Unskilled	6,500	6,608	13,108	6,200	6,608	12,808	5,900	6,608	12,508					
48	Shops and Commercial Establishment Industry	1	Skillful	11,632	2,678	14,310	11,036	2,678	13,714	10,440	2,678	13,118					
		2	Semi-Skilled	10,856	2,678	14,310	11,036	2,678	13,714	10,440	2,678	13,118					
		3	Unskilled	10,021	2,678	12,699	9,425	2,678	12,103	8,828	2,678	11,506					
49	Scavengers and scavengers	1	Full-time cleaners or scavengers, similar workers	10,000	5,610	15,610	9,750	5,610	15,360	9,450	5,610	15,060					
		2	A part-time sweeper or scavenger who works 4 hours a day	60 percent (10000+5610=15610) of the gross remuneration (basic pay and special allowance) fixed for full-time sweepers or scavengers (15610 X 60%=9366) (9366)													
50	Logging industry	1	Skillful	9,450	4,208	13,658	9,100	4,208	13,308	8,750	4,208	12,958					
		2	Semi-Skilled	8,650	4,208	12,858	8,300	4,208	12,508	7,950	4,208	12,158					
		3	Unskilled	7,800	4,208	12,008	7,500	4,208	11,708	7,150	4,208	11,358					
51	Tanning and manufacture of leather goods	1	Skillful	9,000	5,184	14,184	8,500	5,184	13,684	8000	5,184	13,184					
		2	Semi-Skilled	8,500	5,184	13,684	8,000	5,184	13,184	7,500	5,184	12,684					
		3	Unskilled	8,000	5,184	13,184	7,500	5,187	12,684	7,000	5,184	12,184					
52	Metalware Manufacturing Industries	1	Skillful	9,200	7,552	16,752	9,000	7,552	16,552	8,500	7,552	16,052					
		2	Semi-Skilled	8,500	7,552	16,052	8,300	7,552	15,852	7,800	7,552	15,352					
		3	Unskilled	8,000	7,552	15,552	7,800	7,552	15,352	7,300	7,552	14,852					
53	Wooden photo frame manufacturing industry	1	Skillful	7,700	6,608	14,308	7,400	6,608	14,008	7,200	6,608	13,808					
		2	Semi-Skilled	7,000	6,608	13,608	6,700	6,608	13,308	6,500	6,608	13,108					
		3	Unskilled	6,500	6,608	13,108	6,200	6,608	12,808	6,000	6,608	12,608					
54	Wooden furniture manufacturing industry	1	Skillful	7,600	6,608	14,208	7,400	6,608	14,008	7,200	6,608	13,808					
		2	Semi-Skilled	6,900	6,608	13,508	6,700	6,608	13,308	6,500	6,608	13,108					
		3	Unskilled	6,400	6,608	13,008	6,200	6,608	12,808	6,000	6,608	12,608					

55	Industry for making watch folds	1	Skillful		5,500	7,392	12,892	5,200	7,392	12,592	4,900	7,392	12,292						
		2	Semi-Skilled		5,100	7,392	12,492	4,800	7,392	12,192	4,500	7,392	11,892						
		3	Unskilled		4,800	7,392	12,192	4,500	7,392	11,892	4,200	7,392	11,592						
56	Handloom industry	1	Skillful		7,000	4,416	11,416	8,000	4,416	12,416	8,500	4,416	12,916						
		2	Semi-Skilled		6,500	4,416	10,916	7,500	4,416	11,916	8,000	4,416	12,416						
		3	Unskilled		6,000	4,416	10,416	7,000	4,416	11,416	7,500	4,416	11,916						
57	Pottery industry	1	Skillful		8,000	4,416	12,416	7,500	4,416	11,916	7,000	4,416	11,416						
		2	Semi-Skilled		7,500	4,146	11,646	7,000	4,416	11,416	6,500	4,416	10,916						
		3	Unskilled		7,000	4,416	11,416	6,500	4,416	10,916	6,000	4,416	10,416						
Sr. No	Name of Scheduled Industry	Category of worker	Circle wise Minimum Basic Pay Scale (Rs. per month)																
					Remote Area			Other Area											
58	Employment in forestry and forestry				Minimum Basic Wage Rate	Amount of Special Allowance (per month)	Total Minimum Wage	Minimum Basic Wage Rate	Amount of Special Allowance (per month)	Total Minimum Wage									
		1	Skillful		6,000	6,947	12,947	5,550	6,947	12,497									
		2	Semi-Skilled		5,600	6,947	12,547	5,100	6,947	12,047									
		3	Unskilled		5,200	6,947	12,147	4,700	6,947	11,647									
Sr. No	Name of Scheduled Industry	Category of worker	Circle wise Minimum Basic Pay Scale (Rs. per month)																
					Circle 1			Circle 2											
59	Silver Industry				Minimum Basic Wage Rate	Amount of Special Allowance (per month)	Total Minimum Wage	Minimum Basic Wage Rate	Amount of Special Allowance (per month)	Total Minimum Wage									
		1	Skillful		5,500	7,332	12,832	5,200	7,332	12,532									
		2	Semi-Skilled		5,000	7,332	12,332	4,800	7,332	12,132									
		3	Unskilled		4,500	7,332	11,832	4,300	7,332	11,632									
60	Tobacco (Bidi) Industry	1	Skillful	1000 All employees turning vidas (labourers cutting leaves for vidas) Clarification - Vidia leaves will be supplied by the owners in all circles.															
			Semi-Skilled	2,10	3,592		192	3,591											
		2	Unskilled	All the staff involved in wrapping, labeling and slaughtering one thousand pods (bundles).															
			Skillful	(a) Pudki may be produced by affixing one label or by affixing only two labels without insertion.															



					5040+80	3,591	8,631	4990+78	3,591	8,581														
					5,460	3,591	9,051	5,320	3,591	8,911														
			5	All employee performing the following manual work in an industrial establishment																				
				(one)	To fill the forehead with brown																			
					6,020	3,591	9,611	5,600	3,591	9,191														
				(two)	Mixing Tobacco																			
					7280	3,591	10,871	6,580	3,591	10,171														
				(three)	Grinding Tobacco																			
					7,140	3,591	10,731	7,000	3,591	10,591														
			6	All unskilled workers (By whatever name called)																				
					5,320	3,591	8,911	4,990	3,591	8,581														
<b>Sr. No</b>	<b>Name of Scheduled Industry</b>	<b>Category of worker</b>	<b>Circle wise Minimum Basic Pay Scale (Rs. per month)</b>																					
					<b>Circle 1</b>			<b>Circle 2</b>			<b>Circle 3</b>													
					<b>Amount of Special Allowance (per month)</b>	<b>Total Minimum Wage</b>	<b>Minimum Basic Wage Rate</b>	<b>Amount of Special Allowance (per month)</b>	<b>Total Minimum Wage</b>	<b>Minimum Basic Wage Rate</b>	<b>Minimum Basic Wage Rate</b>	<b>Amount of Special Allowance (per month)</b>	<b>Total Minimum Wage</b>											
61	Local Self-Govt. Gram Panchayat	1	Skillful		14,125	2,294	16,419	13,760	2,294	16,054	12,665	2,294	14,959											
		2	Semi-Skilled		13,420	2,294	15,714	13,055	2,294	15,349	11,960	2,294	14,254											
		3	Unskilled		13,085	2,294	15,379	12,715	2,294	15,009	11,625	2,294	13,919											
	B) Excluding Gram Panchayat	1	Skillful		14,000	7,840	21,840	12,000	7,840	19,840	11,000	7,840	18,840											
		2	Semi-Skilled		13,000	7,840	20,840	11,000	7,840	18,840	10,000	7,840	17,840											
		3	Unskilled		11,500	7,840	19,340	10,000	7,840	17,840	8,500	7,840	16,340											
62	Industry Manufacturing Dyes and Chemicals	1	Skillful		8,200	4,968	13,168	7,500	4,968	12,868	6,500	4,968	11,468											
		2	Semi-Skilled		7,700	4,968	12,668	7,000	4,968	11,968	6,000	4,968	10,968											
		3	Unskilled		7,200	4,968	12,168	6,500	4,968	11,468	5,500	4,968	10,468											

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63	Bricks and Cool of making Factory Work		Brick Section															
		1	Brick making workers															
			9" X 4" X 3" Shaped Brick	690	4,992		635	4,992										
			9" X 4" X 6" Shaped Brick	1,380	4,992		1,270	4,992										
		2	Bricklayers workers															
			9" X 4" X 3" Shaped Brick	175	4,992		160	4,992										
			9" X 4" X 6" Shaped Brick	300	4,992		280	4,992										
		3	Manager/Squadron/Supervisor/Accountant	8,400	4,992	13,392	8,200	4,992	13,192									
		4	Bhatkar (Furnace Maker))	7,950	4,992	12,942	7,750	4,992	12,742									
		5	Koylavala (Cool Shattering)	7,500	4,992	12,892	7,250	4,992	12,242									
			Cole Department															
		1	skillful	8,500	4,992	13,492	8,000	4,992	12,992									
		2	semi-skilled	8,000	4,992	12,992	7,500	4,992	12,492									
		3	unskilled	7,500	4,992	12,892	7,000	4,992	11,992									
64	Employment of Advocates or Advocates in the Institution of Judges of the Bombay High Court in Associations and Related Institutions of the Legal Profession	1	skillful	9,400	4,800	14,200	8,600	4,800	13,400	7,800	4,800	12,600						
		2	semi-skilled	8,700	4,800	13,500	8,000	4,800	12,800	7,200	4,800	12,000						
		3	unskilled	8,000	4,800	12,800	7,300	4,800	12,100	6,700	4,800	11,500						
65	Working in Mithagara	1	Highly Skilled	5,000	6,998	11,998			-			-						
		2	Skilled	4,600	6,998	11,598			-			-						
		3	Semi-Skilled	4,300	6,998	11,298			-			-						
		4	Unskilled	4,000	6,998	10,998			-			-						

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64	Employment of Advocates or Advocates in the Institution of Judges of the Bombay High Court in Associations and Related Institutions of the Legal Profession	1	skilful	9,400	4,800	14,200	8,600	4,800	13,400	7,800	4,800	12,600							
		2	semi-skilled	8,700	4,800	13,500	8,000	4,800	12,800	7,200	4,800	12,000							
		3	unskilled	8,000	4,800	12,800	7,300	4,800	12,100	6,700	4,800	11,500							
65	Working in Mithagara	1	highly skilled	5,000	6,998	11,998			-			-							
		2	Skilled	4,600	6,998	11,598			-			-							
		3	Semi-Skilled	4,300	6,998	11,298			-			-							
		4	Unskilled	4,000	6,998	10,998			-			-							
Sr. No	Name of Scheduled Industry	Category of worker	Circle wise Minimum Basic Pay Scale (Rs. per month)																
			Institutional Farming			Circle 1			Circle 2			Circle 3			Circle 4				
			Minimum Basic Wage Rate	Amount of Special Allowance (per month)	Total Minimum Wage	Minimum Basic Wage Rate	Amount of Special Allowance (per month)	Total Minimum Wage	Minimum Basic Wage Rate	Amount of Special Allowance (per month)	Total Minimum Wage	Minimum Basic Wage Rate	Amount of Special Allowance (per month)	Total Minimum Wage	Minimum Basic Wage Rate	Amount of Special Allowance (per month)	Total Minimum Wage		
66	Agricultural work	A)	For workers other than workers in employment mentioned in Group B																
			1	Daily wage	180	130	310	180	130	310	170	130	300	160	130	290	155	130	285
			2	Monthly	4,680	3,382	8,062	4,680	3,382	8,062	4,420	3,382	7,802	4,160	3,382	7,542	4,030	3,382	7,412
	3		Saldar or Annual	Not applicable			56,160	40,584	16,744	53,040	40,584	93,624	49,920	40,584	90,504	48,360	40,584	88,944	
	B)	For workers working on oil, steam or electricity powered machinery																	
		1	1	240	130	370	240	130	370	230	130	360	225	130	355	220	130	350	
		2	2	6,240	3,382	9,622	6,240	3,382	9,622	5,980	3,382	9,362	5,850	3,382	9,232	5,720	3,382	9,102	
3	3	Not Applicable			74,880	40,584	115,464	71,760	40,584	112,344	70,200	40,584	110,784	68,640	40,584	109,223			

Sr. No.	Name of Scheduled Industry	Category of worker	Circle wise Minimum Basic Pay Scale (Rs. per month)															
			Circle 1															
			Mini mum Basic Wage Rate	Mini mum Basic Wage Rate	Minimu m Basic Wage Rate													
67	Onion Cleaning Industry	1	Litigation	240	132	372												
		2	Unskilled	210	132	342												
		3	Unskilled workers working four hours or up to four hours															
		60% (210 x 60% and 60%) of the wages fixed for full-time unskilled workers																
					126	79	205											

The amount of special Allowance is indicated against each Scheduled Industry for all circles.

Sd/-  
(S. G. Kande)  
Lober Sub Commission (P.D) Mumbai  
and Competent Authority  
Minimum Wages Act 1948