

			3 (Helpers, Watchmen and similar workers) Skillful																
7	Box making industry from paper, straw board	1		4,650	6,955	11,605	4,400	6,955	11,355	4,150	6,955	11,105							
		2	Half Skillful	4,400	6,955	11,355	4,150	6,955	11,105	3,955	6,955	10,855							
		3	Unskillful	4,150	6,955	11,105	3,900	6,955	10,855	3,650	6,955	10,605							
8	Chemical Fertilizer Industry	1	Skillful	5,600	7,728	13,328	5,400	7,728	13,128	5,200	7,728	12,928							
		2	Half Skillful	5,100	7,728	12,828	4,900	7,728	12,628	4,700	7,728	12,428							
		3	Unskillful	4,600	7,728	12,328	4,400	7,728	12,128	4,200	7,728	11,928							
9	Canteen and Club Industry	1	Skillful	7,700	7,028	14,728	7,400	7,028	14,428	7,200	7,028	14,228							
		2	Half Skillful	7,000	7,028	14,028	6,700	7,028	13,728	6,500	7,028	13,528							
		3	Unskillful	6,500	7,028	13,528	6,200	7,028	13,228	6,000	7,028	13,028							
10	Cement and cement based industries	1	Skillful	3,710	6,716	10,426	3,410	6,716	10,126	3,110	6,716	9,826							
		2	Half Skillful	3,610	6,716	10,326	3,310	6,716	10,026	3,010	6,716	9,726							
		3	Unskillful	3,510	6,716	10,226	3,210	6,716	22,507	910	6,716	9,626							
11	Construction, maintenance of roads Construction industry	1	Skillful	21,860	1,517	23,377	20,990	1,517	20,992	20,125	21,642	21,642							
		2	Half Skillful	20,345	1,517	21,862	19,475	1,517	19,917	18,610	20,127								

		3	Unskillful	19,265	1,517	20,782	18,400	1,517		17,530	19,047									
12	Film Exhibition Industry		Skillful	5,500	7,007	12,507	5,000	7,007	12,007	4,500	7,007	11,507	4,000	7,007	11,007					
			Half Skillful	5,000	7,007	12,507	5,000	7,007	12,007	4,500	7,007	11,507	3,500	7,007	10,507					
			Unskillful	4,500	7,007	12,876	5,000	7,376	12,376											
13	Working in a bicycle mechanics workshop		Skillful	5,500	7,376	12,376	4,500	7,3376	11,876											
			Half Skillful	5,555	7,376	2,376	4,500	7,376	11,876											
			Unskillful	4,500	7,376	11,876	4,000	7,376	11,376											
14	Hospital industry	1	Group-1 (Supervisor Typist, Clerk, Cashier, Storekeeper, Driver)	9000	7279	16279	8700	7279	15979	8000	7279	15279								
		2	Group - 2 (A) (Graders, Roasters Dryers,7)	8800	7279	16079	8300	7279	15579	7800	7279	15079								
		3	Group-2(B) (Sailor, Pillar)	8500	7279	15779	8000	7279	15279	7500	7279	14779								
15	Pharmaceuticals and drug	1	Skillful	16605	1519	18124	16000	1519	17519	15590	1519	17109								

	manufacturing industries																		
		2	Half Skillful	15185	1519	16704	14580	1519	16099	13155	7279	15689							
		3	Unskillful	14170	1519	15689	13565	1519	15084	5000	7279	14674							
16	Dairy industries	1	Skillful	5500	7838	13338	5250	784	13088	4500	7279	12838							
		2	Half Skillful	5000	7838	12838	4750	783	12588	4000	1519	12338							
		3	Unskillful	4500	7838	12338	4250	75521	12088	5200	1519	11838							
17	A maker of writing books Industries	1	Skillful	6000	5522	11522	5600	5522	11122	5000	1519	10722							
		2	Half Skillful	5800	5522	11322	5400	5522	10722	4800	7838	10522							
		3	Unskillful	5600	5522	11122	5200				7838	10522							
18	Edible tobacco Industries	1	Skillful	3700	6660	10360													
		2	Half Skillful	3200	6660	9860													
		3	Unskillful	3000	6660	9660													
19	Engineering industry	1	Skillful	16450	1519	17969	16045	17564	17564	15225	1599	16745							
		2	Half Skillful	15025	1519	16544	14620	16139	16139	13805	1511	15304							
		3	Unskillful	14010	1519	15529	13605	15124	15124	12715	1519	14314							
20	Factories within the meaning of clause (M) of the Factories Act, 1948	1	Skillful	12605	2575	15180	11770	14345	14345	11255	2575	13810							
		2	Half Skillful	11445	2575	14020	10800	13375	13375	10160	2575	12775							
		3	Unskillful	10350	2755	12925	9705	12280	12280	9000	2575	11599							

25	Residential Hotel and Restaurant Industry	1	Skillful	7,700	7,028	14,728	7,400	7,028	14,428	7,200	7,028	14,228							
		2	Half Skillful	7,000	7,028	14,028	6,700	7,028	13,728	6,500	7,028	13,528							
		3	Unskillfu 1	6,500	7,028	13,528	6,200	7,028	13,228	6,000	7,028	13,028							
26	Hair Salon Industry	1	Skillful	7700	7028	14728	7400	7028	14428	6900	7028	13928							
		2	Half Skillful	7000	7028	14028	6700	7028	13728	6200	7028	13228							
		3	Unskillfu 1	7000	7028	14028	6700	7028	13728	6200	7028	13228							
27	Hospital industry	1	Skillful	6200	7810	14010	6000	7810	13810	5800	7810	13610							
		2	Half Skillful	5700	7810	13510	5500	7810	13310	5300	7810	13110							
		3	Unskillfu 1	5300	7810	13110	5100	780	12910	4900	7810	12710							
28	Ice and soft drinks industry	1	Skillful	6000	7009	13009	5,700	7009	12709										
		2	Half Skillful	5500	7009	12509	5200	7009	12209										
		3	Unskillfu 1	5000	7009	12009	4700	7009	11709										
29	Employment in Brewery	1	Skillful	9910	5464	15374	9190	5464	14654	8470	5464	13934							
		2	Half Skillful	9670	5464	15134	8950	5464	14414	8225	5464	13689							
		3	Unskillfu 1	9430	5464	14894	8710	5464	14174	7990	5464	13454							
30	Laundry industry	1	Skillful	7700	7028	14728	7400	7028	14428	7200	7028	14228							
		2	Half Skillful	7000	7028	14028	6700	7028	13728	6500	7028	13528							
		3	Unskillfu 1	6500	7028	13528	6200	7028	13228	6000	7028	13028							
31	Eyeglass Frame Industry	1	Skillful	5600	7587	13187	5400	7587	12987	5200	7587	12587							
		2	Half	5100	7587	12687	4900	7587	12487	4700	7587	12287							

			Skillful																
		3	Unskillfu 1	4600	7587	12187	4400	7587	11987	4200	7587	11787							
32	Oil Mill Industry	1	Skillful	10350	5376	15726	9800	5376	15179	-	-	-							
		2	Half Skillful	9400	5376	14776	8850	5376	14226	-	-	-							
		3	Unskillfu 1	8500	5376	13876	7950	5376	13326										
33	Paper and paperboard manufacturing industry	1	Skillful	6100	7676	13776	5900	7676	13578	5700	7676	13376							
		2	Half Skillful	5600	77676	13276	5400	7678	13076	5200	7676	12876							
		3	Unskillfu 1	5100	7676	12776	4900	7676	12576	4700	7676	12676							
34	Plastic industry	1	Skillful	5300	7376	12676	5150	7376	12526	5000	7376	12376							
		2	Half Skillful	4800	7376	12176	4650	6376	12026	4500	7376	11876							
		3	Unskillfu 1	4300	7376	11676	4150	7376	11526	4000	7376	11376							
35	Paint and Washing Industry	1	Skillful	7,200	7,028	15,228	7,800	7,028	14,828	7,400	7,028	14,428							
		2	Half Skillful	7,500	7,028	14,528	7,100	7,028	14,128	6,700	7,028	13,728							
		3	Unskillfu 1	7,000	7,028	14,028	6,600	7,028	13,628	6,200	7,028	13,228							
36	Poha, Chumre and Kurmure manufacturing industry	1	Skillful	4,400	7,770	12,170	4,200	7,770	11,970										
		2	Half Skillful	4,250	7,770	12,020	4,050	7,770	11,820										
		3	Unskillfu 1	3,800	7,770	11,570	3,600	7,770	11,370										
37	Machine industry	1	Skillful	10,100	3,293	13,393	9,500	6,293	15,793	8,500	6,293	14,793							
		2	Half Skillful	9,500	6,293	15,793	9,000	6,293	15,293	8,000	6,293	14,293							

S.R	Name of Scheduled Industry	3	Class of workers	Circle wise Minimum Basic Pay Scale (Rs. Per Month)															
				5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1	2	3	4	Circle 1			Circle 2			Circle 3									
				Minimum Basic Wage (Basic Rate)	Amount of Special Allowance (Par Month)	Total Minimum Wage	Minimum Basic Wage (Basic Rate)	Amount of Special Allowance (Par Month)	Total Minimum Wage	Minimum Basic Wage (Basic Rate)	Amount of Special Allowance (Par Month)	Total Minimum Wage							
40	Garment manufacturing industry	1	Skillful	8,600	7,279	15,879	8,400	7,279	15,679	7,800	7,279	15,079							
		2	Half Skillful	7,100	7,279	15,179	7,700	7,279	14,979	7,100	7,279	14,379							
		3	Unskillful	7,400	7,279	14,679	7,200	7,279	14,479	6,600	7,279	13,879							
41	Rubber industry	1	Skillful	7,700	7,028	14,728	7,400	7,028	14,428	7,200	7,028	14,228							
		2	Half Skillful	7,000	7,028	14,028	6,700	7,028	13,728	6,500	7,028	13,528							
		3	Unskillful	6,500	7,028	13,528	3,200	7,028	13,228	6,000	7,028	13,028							
42	Rice Peat and Dal Mill Industry	1	Skillful	4,600	7,770	12,370	4,400	7,770	12,170										
		2	Half Skillful	4,100	7,770	11,870	3,900	7,770	11,670										
		3	Unskillful	6,800	7,770	11,570	3,600	7,770	11,370										
43	Industry manufacturing rubber balloons	1	Skillful	4,300	7,770	12,070	4,200	7,770	11,970	4,100	7,770	11,870							
		2	Half Skillful	4,100	7,770	11,870	3,900	7,770	11,670	3,800	7,770	11,570							
		3	Unskillful	6,800	7,770	11,570	3,700	7,770	11,470	3,600	7,770	11,370							
44	Polypropylene manufacturing industry	1	Skillful	7,800	7,028	14,828	7,600	7,028	14,628	7,200	7,028	14,228							

		2	Half Skillful	7,100	7,028	14,128	6,900	7,028	13,928	6,500	7,028	13,528							
		3	Unskillful	6,800	7,028	13,828	6,400	7,028	13,428	6,000	7,028	13,028							
45	Sipz Industry	1	Skillful	6,300	6,366	12,666			-			-							
		2	Half Skillful	5,800	6,366	12,166			-			-							
		3	Unskillful	5,300	6,366	11,666			-			-							
46	Stone crushing and quarrying industry	1	Skillful	9,500	4,680	14,180	9,100	4,680	13,780			-							
		2	Half Skillful	8,500	4,680	13,180	8,100	4,680	12,780			-							
		3	Unskillful	8,000	4,680	12,680	7,600	4,680	12,280			-							
47	Cosmetics and soap making industry	1	Skillful	7,700	7,028	14,728	7,400	7,028	14,428	7,100	7,028	14,128							
		2	Half Skillful	7,000	7,028	14,028	6,700	7,028	13,728	6,400	7,028	13,428							
		3	Unskillful	6,500	7,028	13,528	6,200	7,028	13,228	5,900	7,028	12,928							
48	Shops and Commercial Establishment Industry	1	Skillful	11,632	3,068	14,700	11,036	3,068	14,104	10,440	3,068	13,508							
		2	Half Skillful	10,856	3,068	13,924	10,260	3,068	13,328	9,664	3,068	12,732							
		3	Unskillful	10,021	3,068	13,089	9,425	3,068	12,493	8,828	3,068	11,896							
49	Cleaning and scavenger work	1		10,000	6,120	16,120	9,750	6,120	15,870	9,450	6,120	15,570							
		2	60 percent (10000+6120=16120) of the gross remuneration)basis pay and special allowances) fixed for full-time sweepers or scavengers (16120 X 60%=1672) (9672)																
50	Logging industry	1	Skillful	9,450	4,590	14,040	9,100	4,590	13,690	8,750	4,590	13,340							
		2	Half Skillful	8,650	4,590	13,240	8,300	4,590	12,890	7,950	4,590	12,540							
		3	Unskillful	7,800	4,590	12,390	7,500	4,590	12,090	7,150	4,590	11,740							
51	Tanning and manufacture of leather	1	Skillful	9,000	5,589	14,589	8,500	5,589	14,089	8,000	5,589	13,589							

	goods																		
		2	Half Skillful	8,500	5,589	14,089	8,000	5,589	13,589	7,500	5,589	13,089							
		3	Unskillful	8,000	5,589	13,589	7,500	5,589	13,089	7,000	5,589	12,589							
52	Metalware manufacturing industry	1	Skillful	9,200	8,032	17,232	9,000	8,032	17,032	8,500	8,032	16,532							
		2	Half Skillful	8,500	8,032	16,532	8,300	8,032	16,332	7,800	8,032	15,832							
		3	Unskillful	8,000	8,032	16,032	7,800	8,032	15,832	7,300	8,032	15,332							
53	Wooden photo frame maker	1	Skillful	7,700	7,028	14,728	7,400	7,028	14,428	7,200	7,028	14,228							
		2	Half Skillful	7,000	7,028	14,028	6,700	7,028	13,728	6,500	7,028	13,528							
		3	Unskillful	6,500	7,028	13,528	6,200	7,028	13,228	6,000	7,028	13,028							
54	Wooden Furniture Manufacturing Industry	1	Skillful	7600	7028	14628	7400	7028	14428	7200	7028	14228							
		2	Half Skillful	5100	7770	12870	4800	7770	12570	4500	7770	12270							
		3	Unskillful	4800	7770	12570	4500	7770	12270	4200	7770	11970							
55	A watch maker	1	Skillful	5,500	7,770	13,270	5,200	7,770	12,970	4,900	7,770	12,670							
		2	Half Skillful	5,100	7,770	12,870	4,800	7,770	12,570	4,500	7,770	12,270							
		3	Unskillful	4,800	7,770	12,570	4,500	7,770	12,270	4,200	7,770	11,970							
56	Handloom industry	1	Skillful	7,000	4,761	11,761	8,000	4,761	12761	8,500	4,761	13,261							
		2	Half Skillful	6,500	4,761	11,261	7,500	4,761	12,261	8,000	4,761	12,761							
		3	Unskillful	6,000	4,761	10,761	7,000	4,761	11,761	7,500	4,761	12,261							
57	Pottery industry	1	Skillful	8,000	4,761	12,761	7,500	4,761	12,261	7,000	4,761	11,761							
		2	Half Skillful	7,500	4,761	12,261	7,000	4,761	11,761	6,500	4,761	11,261							
		3	Unskillful	7,000	4,761	11,761	6,500	4,761	11,261	6,000	4,761	10,761							

S. R.	Name of Scheduled Industry	3	Class of workers	Circle wise Minimum Basic Pay Scale (Rs. Per Month)															
				5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
				Circle 1			Circle 2			Circle 3									
				Minimum Basic Wage (Basic Rate)	Amount of Special Allowance (Par Month)	Total Minimum Wage	Minimum Basic Wage (Basic Rate)	Amount of Special Allowance (Par Month)	Total Minimum Wage	Minimum Basic Wage (Basic Rate)	Amount of Special Allowance (Par Month)	Total Minimum Wage							
61	Local Self-Government a) Gram Panchayat	1	Skillful	14125	2759	16884	13760	2759	16519	12665	2759	15424							
		2	Half Skillful	13420	2759	16179	13055	2759	15814	11960	2759	14719							
		3	Unskillful	13085	2759	15844	13055	2759	15474	11625	2759	14384							
	b) Excluding Gram Panchayat	1	Skillful	14000	8365	22365	12715	8365	20365	2759	83658365	19365							
		2	Half Skillful	13000	8365	21365	12000	8365	19365	8365	8365	18365							
		3	Unskillful	11500	8365	19865	11000	8365	18365	8365	5313	16865							
62	Industry manufacturing dyes and chemicals	1	Skillful	8200	5313	13513	10000	5313	12813	8365	8500	11813							
		2	Half Skillful	7700	5313	13013	7500	5313	12313	5313	5313	11313							
		3	Unskillful	7200	5313	13013	6500	5313	11813	5313	5313	10813							

S. R.	Name of Scheduled Industry	Class of workers	Circle wise Minimum Basic Pay Scale (Rs. Per Month)															
			Circle 1			Circle 2			Circle 3			Circle 4						
			Minimum Basic Wage (Basic Rate)	Amount of Special Allowance (Par Month)	Total Minimum Wage	Minimum Basic Wage (Basic Rate)	Amount of Special Allowance (Par Month)	Total Minimum Wage	Minimum Basic Wage (Basic Rate)	Amount of Special Allowance (Par Month)	Total Minimum Wage	Minimum Basic Wage (Basic Rate)	Amount of Special Allowance (Par Month)	Total Minimum Wage	Minimum Basic Wage (Basic Rate)	Amount of Special Allowance (Par Month)	Total Minimum Wage	
66	Agriculture	A	Daily basis working people and ect.															
	1		180	143	323	180	143	323	170	143	313	190	143	303	155	143	298	
	2		4380	3708	8388	4680	3708	8388	4420	3708	8148	4190	3708	7898	4030	3708	7738	
	3		Not Applicable			56160	44496	100656	53040	44496	97536	49920	44496	14416	48390	44496	12856	
		B	Oil, air or electrician workers															
	1		180	143	323	240	143	383	230	143	373	225	368	398	220	143	393	
	2		6240	3708	9148	6240	3708	9948	5980	3708	9688	5850	3708	9558	4720	3708	9428	
	3		Not Applicable			74660	44496	119376	71790	44496	116256	70200	44496	114696	68640	44496	113136	
	Name of Scheduled Industry		Circle 1															
			Minimum Basic Wage (Basic Rate)	Amount of Special Allowance (Par Month)	Total Minimum Wage													
67	Onion clearing Industries	1	240	143	383													
		2	210	143	353													
		3	Accession workers working part-time up to four hours or four hours															
		4	60 percent of the wages fixed for a full-time unskilled worker (210X60% = 143 X 60% = 85.8															
			126	86	212													

The amount of special allowance has been indicated in front of each scheduled industry for all circles.

Sd/-
Deputy Commissioner of Labor (P.D.) Mumbai
and competent authorities Minimum Wages Act 1948