



SERVE HR PRIVATE LIMITED

LABOUR LAW CONSULTANTS

Minimum Wages Rates As per Minimum Wages Act, 1948
Prevailing Rates of Wages w.e.f 01.07.2023 to 31.12.2023

Shops or Commercial Establishments

Category of Employees	ZONE I			ZONE II			ZONE III		
	Basic of Wages	Special Allowance (From 1st July 2023 to 31st Dec 2023)	Total	Basic of Wages	Special Allowance (From 1st July 2023 to 31st Dec 2023)	Total	Basic of Wages	Special Allowance (From 1st July 2023 to 31st Dec 2023)	Total
Skilled	11632	2678	14310	11036	2678	13714	10440	2678	13118
Semi Skilled	10856	2678	13534	10260	2678	12938	9664	2678	12342
Unskilled	10021	2678	12699	9425	2678	12103	8828	2678	11506

Engineering

Category of Employees	ZONE I			ZONE II			ZONE III		
	Basic of Wages	Special Allowance (From 1st July 2023 to 31st Dec 2023)	Total	Basic of Wages	Special Allowance (From 1st July 2023 to 31st Dec 2023)	Total	Basic of Wages	Special Allowance (From 1st July 2023 to 31st Dec 2023)	Total
Skilled	16450	1054	17504	16045	1054	17099	15225	1054	16279
Semi Skilled	15025	1054	16079	14620	1054	15674	13805	1054	14859
Unskilled	14010	1054	15064	13605	1054	14659	12795	1054	13849

Construction of Road / Building

Category of Employees	ZONE I			ZONE II			ZONE III		
	Basic of Wages	Special Allowance (From 1st July 2023 to 31st Dec 2023)	Total	Basic of Wages	Special Allowance (From 1st July 2023 to 31st Dec 2023)	Total	Basic of Wages	Special Allowance (From 1st July 2023 to 31st Dec 2023)	Total
Skilled	21860	902	22762	20990	902	21892	20125	902	21027
Semi Skilled	20345	902	21247	19475	902	20377	18610	902	19512
Unskilled	19265	902	20167	18400	902	19302	17530	902	18432

Employment in any Factory under Factories Act

Category of Employees	ZONE I			ZONE II			ZONE III		
	Basic of Wages	Special Allowance (From 1st July 2023 to 31st Dec 2023)	Total	Basic of Wages	Special Allowance (From 1st July 2023 to 31st Dec 2023)	Total	Basic of Wages	Special Allowance (From 1st July 2023 to 31st Dec 2023)	Total
Skilled	12605	2200	14805	11770	2200	13970	11255	2200	13455
Semi Skilled	11445	2200	13645	10800	2200	13000	10160	2200	12360
Unskilled	10350	2200	12550	9705	2200	11905	9000	2200	11200

Note:

In case Establishment employs more than 50 employees, HRA to be paid at 5% of basic + DA over and above Minimum Wages

Explanation.—For the purposes of this notification

(a) **Zone I.**—It 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;

(b) **Zone II.**—It shall comprise of the areas falling within the limits of all Muncipal Councils

(c) **Zone III.**—It shall comprise of the all other areas in the state, not included in Zone-I and Zone-II;



(d) The minimum rates of daily wages payable to an employee employed on daily wages shall be computed by dividing the minimum rates of monthly wages fixed for the class of employees to which he belongs by twenty-six, the quotient being stepped up to the nearest paisa;

(e) The minimum rates of hourly wages payable to part-time employee shall be computed by dividing the daily rates of minimum wages applicable to the concerned class of employees by eight (hours) with fifteen percent rise in it and quotient being stepped up to the nearest paisa;

(f) The minimum rates of wages shall be inclusive of payment of remuneration in respect of weekly day of rest;

(g) The minimum rates of wages shall consist of basic rates, the cost of living allowance and the cash value of concession, if any;

(h) A skilled employee is one who is capable of working efficiently, exercising considerable independent judgment and discharging his duties responsibly;

(i) A 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;

(j) An 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 may thus require, in addition to physical exertion, familiarity with a variety of articles or goods.