



SERVE HR PRIVATE LIMITED

LABOUR LAW CONSULTANTS

Minimum Wages Rates As per Minimum Wages Act, 1948
Prevailing Rates of Wages w.e.f 01.01.2024 to 30.06.2024

Shops or Commercial Establishments

Category of Employees	ZONE I			ZONE II			ZONE III		
	Basic of Wages	Special Allowance (From 1st Jan 2024 to 30th Jun 2024)	Total	Basic of Wages	Special Allowance (From 1st Jan 2024 to 30th Jun 2024)	Total	Basic of Wages	Special Allowance (From 1st Jan 2024 to 30th Jun 2024)	Total
Skilled	11632	3068	14700	11036	3068	14104	10440	3068	13508
Semi Skilled	10856	3068	13924	10260	3068	13328	9664	3068	12732
Unskilled	10021	3068	13089	9425	3068	12493	8828	3068	11896

Engineering

Category of Employees	ZONE I			ZONE II			ZONE III		
	Basic of Wages	Special Allowance (From 1st Jan 2024 to 30th Jun 2024)	Total	Basic of Wages	Special Allowance (From 1st Jan 2024 to 30th Jun 2024)	Total	Basic of Wages	Special Allowance (From 1st Jan 2024 to 30th Jun 2024)	Total
Skilled	16450	1519	17969	16045	1519	17564	15225	1519	16744
Semi Skilled	15025	1519	16544	14620	1519	16139	13805	1519	15324
Unskilled	14010	1519	15529	13605	1519	15124	12795	1519	14314

Construction of Road / Building

Category of Employees	ZONE I			ZONE II			ZONE III		
	Basic of Wages	Special Allowance (From 1st Jan 2024 to 30th Jun 2024)	Total	Basic of Wages	Special Allowance (From 1st Jan 2024 to 30th Jun 2024)	Total	Basic of Wages	Special Allowance (From 1st Jan 2024 to 30th Jun 2024)	Total
Skilled	21860	1517	23377	20990	1517	22507	20125	1517	21642
Semi Skilled	20345	1517	21862	19475	1517	20992	18610	1517	20127
Unskilled	19265	1517	20782	18400	1517	19917	17530	1517	19047

Employment in any Factory under Factories Act

Category of Employees	ZONE I			ZONE II			ZONE III		
	Basic of Wages	Special Allowance (From 1st Jan 2024 to 30th Jun 2024)	Total	Basic of Wages	Special Allowance (From 1st Jan 2024 to 30th Jun 2024)	Total	Basic of Wages	Special Allowance (From 1st Jan 2024 to 30th Jun 2024)	Total
Skilled	12605	2575	15180	11770	2575	14345	11255	2575	13830
Semi Skilled	11445	2575	14020	10800	2575	13375	10160	2575	12735
Unskilled	10350	2575	12925	9705	2575	12280	9000	2575	11575

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;



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(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.