

**Minimum Wages Rates As per Minimum Wages Act, 1948  
Prevailing Rates of Wages w.e.f 01.07.2024 to 31.12.2024**

**Shops or Commercial Establishments**

Category of Employees	ZONE I			ZONE II			ZONE III		
	Basic of Wages	Special Allowance (From 1st July 2024 to 31st Dec 2024)	Total	Basic of Wages	Special Allowance (From 1st July 2024 to 31st Dec 2024)	Total	Basic of Wages	Special Allowance (From 1st July 2024 to 31st Dec 2024)	Total
<b>Skilled</b>	11632	3250	14882	11036	3250	14286	10440	3250	13690
<b>Semi Skilled</b>	10856	3250	14106	10260	3250	13510	9664	3250	12914
<b>Unskilled</b>	10021	3250	13271	9425	3250	12675	8828	3250	12078

**Engineering**

Category of Employees	ZONE I			ZONE II			ZONE III		
	Basic of Wages	Special Allowance (From 1st July 2024 to 31st Dec 2024)	Total	Basic of Wages	Special Allowance (From 1st July 2024 to 31st Dec 2024)	Total	Basic of Wages	Special Allowance (From 1st July 2024 to 31st Dec 2024)	Total
<b>Skilled</b>	16450	1736	18186	16045	1736	17781	15225	1736	16961
<b>Semi Skilled</b>	15025	1736	16761	14620	1736	16356	13805	1736	15541
<b>Unskilled</b>	14010	1736	15746	13605	1736	15341	12795	1736	14531

**Construction of Road / Building**

Category of Employees	ZONE I			ZONE II			ZONE III		
	Basic of Wages	Special Allowance (From 1st July 2024 to 31st Dec 2024)	Total	Basic of Wages	Special Allowance (From 1st July 2024 to 31st Dec 2024)	Total	Basic of Wages	Special Allowance (From 1st July 2024 to 31st Dec 2024)	Total
<b>Skilled</b>	21860	1804	23664	20990	1804	22794	20125	1804	21929
<b>Semi Skilled</b>	20345	1804	22149	19475	1804	21279	18610	1804	20414
<b>Unskilled</b>	19265	1804	21069	18400	1804	20204	17530	1804	19334

**Employment in any Factory under Factories Act**

Category of Employees	ZONE I			ZONE II			ZONE III		
	Basic of Wages	Special Allowance (From 1st July 2024 to 31st Dec 2024)	Total	Basic of Wages	Special Allowance (From 1st July 2024 to 31st Dec 2024)	Total	Basic of Wages	Special Allowance (From 1st July 2024 to 31st Dec 2024)	Total
<b>Skilled</b>	12605	2750	15355	11770	2750	14520	11255	2750	14005
<b>Semi Skilled</b>	11445	2750	14195	10800	2750	13550	10160	2750	12910
<b>Unskilled</b>	10350	2750	13100	9705	2750	12455	9000	2750	11750

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.