



# SERVE HR PRIVATE LIMITED

LABOUR LAW CONSULTANTS

## Minimum Wages Rates As per Minimum Wages Act, 1948 Prevailing Rates of Wages w.e.f 01.07.2025 to 31.12.2025

### Shops or Commercial Establishments

Category of Employees	ZONE I			ZONE II			ZONE III		
	Basic of Wages	Special Allowance (From 1st July 2025 to 31st Dec 2025)	Total	Basic of Wages	Special Allowance (From 1st July 2025 to 31st Dec 2025)	Total	Basic of Wages	Special Allowance (From 1st July 2025 to 31st Dec 2025)	Total
Skilled	11632	3614	15246	11036	3614	14650	10440	3614	14054
Semi Skilled	10856	3614	14470	10260	3614	13874	9664	3614	13278
Unskilled	10021	3614	13635	9425	3614	13039	8828	3614	12442

### Engineering

Category of Employees	ZONE I			ZONE II			ZONE III		
	Basic of Wages	Special Allowance (From 1st July 2025 to 31st Dec 2025)	Total	Basic of Wages	Special Allowance (From 1st July 2025 to 31st Dec 2025)	Total	Basic of Wages	Special Allowance (From 1st July 2025 to 31st Dec 2025)	Total
Skilled	16450	2170	18620	16045	2170	18215	15225	2170	17395
Semi Skilled	15025	2170	17195	14620	2170	16790	13805	2170	15975
Unskilled	14010	2170	16180	13605	2170	15775	12795	2170	14965

### Construction of Road / Building

Category of Employees	ZONE I			ZONE II			ZONE III		
	Basic of Wages	Special Allowance (From 1st July 2025 to 31st Dec 2025)	Total	Basic of Wages	Special Allowance (From 1st July 2025 to 31st Dec 2025)	Total	Basic of Wages	Special Allowance (From 1st July 2025 to 31st Dec 2025)	Total
Skilled	21860	2378	24238	20990	2378	23368	20125	2378	22503
Semi Skilled	20345	2378	22723	19475	2378	21853	18610	2378	20988
Unskilled	19265	2378	21643	18400	2378	20778	17530	2378	19908

### Employment in any Factory under Factories Act

Category of Employees	ZONE I			ZONE II			ZONE III		
	Basic of Wages	Special Allowance (From 1st July 2025 to 31st Dec 2025)	Total	Basic of Wages	Special Allowance (From 1st July 2025 to 31st Dec 2025)	Total	Basic of Wages	Special Allowance (From 1st July 2025 to 31st Dec 2025)	Total
Skilled	12605	3100	15705	11770	3100	14870	11255	3100	14355
Semi Skilled	11445	3100	14545	10800	3100	13900	10160	3100	13260
Unskilled	10350	3100	13450	9705	3100	12805	9000	3100	12100

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 Muncpal 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.