



SERVE HR PRIVATE LIMITED

LABOUR LAW CONSULTANTS

Minimum Wages Rates As per Minimum Wages Act, 1948
Prevailing Rates of Wages w.e.f 01.01.2026 to 30.06.2026

Shops or Commercial Establishments

Category of Employees	ZONE I			ZONE II			ZONE III		
	Basic of Wages	Special Allowance (From 1st Jan 2026 to 30th Jun 2026)	Total	Basic of Wages	Special Allowance (From 1st Jan 2026 to 30th Jun 2026)	Total	Basic of Wages	Special Allowance (From 1st Jan 2026 to 30th Jun 2026)	Total
Skilled	11632	3900	15532	11036	3900	14936	10440	3900	14340
Semi Skilled	10856	3900	14756	10260	3900	14160	9664	3900	13564
Unskilled	10021	3900	13921	9425	3900	13325	8828	3900	12728

Engineering

Category of Employees	ZONE I			ZONE II			ZONE III		
	Basic of Wages	Special Allowance (From 1st Jan 2026 to 30th Jun 2026)	Total	Basic of Wages	Special Allowance (From 1st Jan 2026 to 30th Jun 2026)	Total	Basic of Wages	Special Allowance (From 1st Jan 2026 to 30th Jun 2026)	Total
Skilled	16450	2511	18961	16045	2511	18556	15225	2511	17736
Semi Skilled	15025	2511	17536	14620	2511	17131	13805	2511	16316
Unskilled	14010	2511	16521	13605	2511	16116	12795	2511	15306

Construction of Road / Building

Category of Employees	ZONE I			ZONE II			ZONE III		
	Basic of Wages	Special Allowance (From 1st Jan 2026 to 30th Jun 2026)	Total	Basic of Wages	Special Allowance (From 1st Jan 2026 to 30th Jun 2026)	Total	Basic of Wages	Special Allowance (From 1st Jan 2026 to 30th Jun 2026)	Total
Skilled	21860	2829	24689	20990	2829	23819	20125	2829	22954
Semi Skilled	20345	2829	23174	19475	2829	22304	18610	2829	21439
Unskilled	19265	2829	22094	18400	2829	21229	17530	2829	20359

Employment in any Factory under Factories Act

Category of Employees	ZONE I			ZONE II			ZONE III		
	Basic of Wages	Special Allowance (From 1st Jan 2026 to 30th Jun 2026)	Total	Basic of Wages	Special Allowance (From 1st Jan 2026 to 30th Jun 2026)	Total	Basic of Wages	Special Allowance (From 1st Jan 2026 to 30th Jun 2026)	Total
Skilled	12605	3375	15980	11770	3375	15145	11255	3375	14630
Semi Skilled	11445	3375	14820	10800	3375	14175	10160	3375	13535
Unskilled	10350	3375	13725	9705	3375	13080	9000	3375	12375

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 Municipal 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.

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