

EMPLOYMENT IN ANY FACTORY Under Factories Act (Residuary)

20th July, 2010

MINIMUM WAGES ACT, 1948

No.MWA-42010/CR-1301/LAB-7.- Whereas by Government Notification, Industries, Energy and Labour Department, No. MWA 102002/CR-88/Lab-7, dated the 30th June 2004, the Government of Maharashtra has revised the minimum rates of wages payable to the employees employed in the scheduled employment viz. "Employment in any Factory as defined under clause (m) of section 2 or within the meaning of section 85 of the Factories Act, 1948 (LXI of 1948), not covered by any of the entries in the Schedule, (hereinafter referred to as "the said scheduled employment") in the State of Maharashtra;

And whereas the Government of Maharashtra, having reviewed the minimum rates of wages payable to the employees employed in the said scheduled employment, considers it expedient to revise them further;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with sub-section (2) of section 5 of the Minimum Wages Act, 1948 (XI of 1948), in its application to the State of Maharashtra, the Government of Maharashtra after considering the representations received by it in respect of the proposal published in the Government Notification, Industries, Energy and Labour Department, No. MWA-82009/CR-1199/Lab-7.- dated the 2nd December 2009, and after consulting the Advisory Board, hereby revises with effect from 20th July, 2010 the minimum rates of wages payable to the employees employed in the said scheduled employment and refixes them as set out in column (3) of the Schedule appended hereto, as the minimum rates of wages payable to the class of employees employed in the said scheduled employment mentioned against them in column (2) of the said Schedule.

SCHEDULE

Sr.No. (1)	Class of Employees (2)	Minimum Rates of Wages Per Month (Rs.) (3)		
		Zone-I	Zone-II	Zone-III
1.	Skilled	5500.00	5200.00	4900.00
2.	Semi-Skilled	5000.00	4700.00	4400.00
3.	Unskilled	4500.00	4200.00	3900.00

Explanation.- For the purposes of this notification -

- (a) **Zone I** shall comprise of the areas falling within the local limits of all 'A' and 'B' Class Municipal Corporations;
- (b) **Zone II** shall comprise of the areas falling within the local limits of all 'C' and 'D' Class Municipal Corporations and 'A' and 'B' Class Municipal Councils and Cantonment areas;
- (c) **Zone III** shall comprise of all other areas in the State which are 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 15% 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 and the Cost of Living Allowance;
- (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 the exercise of little or no independent judgment or previous experience, although...