

REVISED MAHARASHTRA MINIMUM WAGES wef 01.01.2021

A) Revised Minimum Wages for the period 1st Jan 2021 to 30th June 2021 for Establishments covered under **Bombay Shops & Establishments Act, 1948**

This has reference to the Dearness Allowance (DA) Chart issued for the above period by the Commissioner of Labour, Mumbai, Maharashtra. Accordingly, the revised minimum wages for employees covered under Bombay Shops & Establishment Act is **1092.00/- for the period 1st Jan 2021 to 30th June 2021**. The Dearness Allowance is in addition to the Basic Salary applicable to your Establishment.

DA for ZONE -1 for the period (01.01.2021 to 30.06.2021) is 1092/-

CLASS OF EMPLOYEES	BASIC SALARY P.M	D.A. P.M	TOTAL P.M.
a) Skilled	11,632.00	1,092.00	12,724.00
b) Semi Skilled	10,856.00	1,092.00	11,948.00
c) Unskilled	10,021.00	1,092.00	11,113.00

NOTE: In addition to the above 5% H.R.A. on the Basic Salary + D.A. is also payable where the employment strength is 50 and above.

B) Revised Minimum Wages for the period 1st Jan 2021 to 30th June 2021 for Establishments covered under **Residuary Factory**

This has reference to the Dearness Allowance (DA) Chart issued for the above period by the Commissioner of Labour, Mumbai, Maharashtra. Accordingly, the revised minimum wages for employees covered under Residuary Factory is **675.00/- for the period 1st Jan 2021 to 30th June 2021**. The Dearness Allowance is in addition to the Basic Salary applicable to your Establishment.

DA for ZONE -1 for the period (01.01.2021 to 30.06.2021) is 675/-

CLASS OF EMPLOYEES	BASIC SALARY P.M.	D.A. P.M	TOTAL P.M
a) Skilled	12605.00	675.00	13280.00
b) Semi Skilled	11445.00	675.00	12120.00
c) Unskilled	10350.00	675.00	11025.00

NOTE: In addition to the above 5% H.R.A. on the Basic Salary + D.A. is also payable where the employment strength is 50 and above.

C) Revised Minimum Wages for the period 1st Jan 2021 to 30th June 2021 for Establishments covered under **Printing Press**

This has reference to the Dearness Allowance (DA) Chart issued for the above period by the Commissioner of Labour, Mumbai, Maharashtra. Accordingly, the

revised minimum wages for employees covered under Printing Press is **5244.00/- for the period 1st Jan 2021 to 30th June 2021**. The Dearness Allowance is in addition to the Basic Salary applicable to your Establishment.

DA for ZONE -1 for the period (01.01.2021 to 30.06.2021) is 5244/-

CLASS OF EMPLOYEES	BASIC SALARY P.M.	D.A. P.M	TOTAL P.M
a) Skilled	4600.00	5244.00	9844.00
b) Semi Skilled	4500.00	5244.00	9744.00
c) Unskilled	4400.00	5244.00	9644.00

NOTE: In addition to the above 5% H.R.A. on the Basic Salary + D.A. is also payable where the employment strength is 50 and above.

Gazette copy of revised DA is attached for your reference.

DRAFT NOTIFICATION / UNDER PROPOSAL

A) Draft Notification under Employee Compensation Policy dated 21.01.2021

The attached draft circular dated 21.01.2021 under Employee Compensation Act, talks about covering all workman & employees under Maharashtra Shop & Establishment (RECS) Act which presently covers only certain workman as specified in Schedule II of the Employee Compensation Act.

B) PF Limit likely to be increased from 15000 to 21000

There have been news articles floating around wherein the PF Limit may be increased from 15000 to 21000 which would cover additionally all employee within the basic salary bracket from 15001 pm to 21000pm which earlier were exempted. Will share the details about applicability and would share more information once we receive circular for the same.

AMENDMENT under UNION BUDGET

The latest Union Budget suggested that the interest on employees PF Contribution above 2.5 lakhs would now be taxable w.e.f 01.04.2021. More details would be shared once we received the circular / gazette notification for the same.