

The Rates of Basic Pay & Special Allowances for the period (01.07.2022 to 31.12.2022)

Sr.	NATURE OF INDUSTRIES	MODE	B A S I C					D. A.
			Un - Skilled	Semi – Skilled	Skilled	Highly Skilled		Special Allowance
1	ADVOCATES & ATTORNEYS	P.M.	6700.00	7200.00	7900.00	.....	+	6216.00
2	AUTOMOBILE REPAIRING	P.M.	4800.00	5100.00	5500.00	.....	+	6994.00
3	BAKERIES	P.M.	8250.00	9200.00	10100.00	.....	+	4030.00
4	COTTON GINNING & PRESSING	P.M.	4200.00	4700.00	5200.00	.....	+	6557.00
5	CLOTH DYEING & PRINTING	P.M.	4100.00	4400.00	4900.00	.....	+	6846.00
6	CASHEW PROCESSING	P.M.	6500.00	7000.00	7500.00	.....	+	4080.00
7	CARDBOARD - STRAWBOARD	P.M.	4150.00	4400.00	4650.00	.....	+	6084.00
8	CHEMICAL FERTILISER	P.M.	4600.00	5100.00	5600.00	.....	+	6760.00
9	CANTEENS & CLUBS	P.M.	6500.00	7000.00	7700.00	.....	+	5992.00
10	CEMENT & CEMENT BASE	P.M.	3510.00	3610.00	3710.00	.....	+	5994.00
11	CONSTRUCTION OF ROAD	P.M.	8900.00	9400.00	10100.00	.....	+	7597.00
12	CINEMA EXHIBITION	P.M.	4500.00	5000.00	5500.00	.....	+	6196.00
13	CYCLE MECHANIC WORKSHOP	P.M.	4500.00	5000.00	5500.00	.....	+	6452.00
14	DISPENSARY	P.M.	8500.00	8800.00	9000.00	.....	+	6206.00
15	DRUG & PHARMACEUTICALS	P.M.	6500.00	7000.00	7700.00	.....	+	5992.00
16	DAIRY (DUGDHALAYA)	P.M.	4500.00	5000.00	5500.00	.....	+	6870.00
17	EXERCISE BOOK	P.M.	5600.00	5800.00	6000.00	.....	+	4708.00
18	EATABLE TOBACCO	P.M.	3000.00	3200.00	3700.00	.....	+	5868.00
19	ENGINEERING (Revised)	P.M.	6600.00	7100.00	7800.00	.....	+	5992.00
20	FACTORIES RESIDUAL (Factories not covered under Schedule)	P.M.	10350.00	11445.00	12605.00	.....	+	1650.00
21	FOUNTAIN PEN	P.M.	4800.00	5050.00	5300.00	.....	+	7423.00
22	FILM PRODUCTION (Cine Studio Lab)	P.M.	4700.00	5200.00	5700.00	.....	+	7374.00
23	GLASS BULB	P.M.	6600.00	7100.00	7800.00	.....	+	5992.00
24	GLASS INDUSTRY	P.M.	6500.00	7000.00	7700.00	.....	+	5992.00
25	HOTELS & RESTAURANTS	P.M.	6500.00	7000.00	7700.00	.....	+	5992.00
26	HAIR CUTTING SALOON	P.M.	6500.00	7000.00	7700.00	.....	+	5992.00
27	HOSPITAL	P.M.	5300.00	5700.00	6200.00	.....	+	6780.00
28	ICE & COLD DRINKS	P.M.	5000.00	5500.00	6000.00	.....	+	6059.00
29	LIQUOR	P.M.	9430.00	9670.00	9910.00	.....	+	4416.00
30	LAUNDRY	P.M.	6500.00	7000.00	7700.00	.....	+	5992.00
31	OPTICAL FRAMES	P.M.	4600.00	5100.00	5600.00	.....	+	6637.00
32	OIL MILL	P.M.	8500.00	9400.00	10350.00	.....	+	4340.00

33	PAPER & PAPER BOARD	P.M.	5100.00	5600.00	6100.00	.....	+	6664.00
34	PLASTIC	P.M.	4300.00	4800.00	5300.00	.....	+	6452.00
35	PAINT & VARNISHES	P.M.	7000.00	7500.00	8200.00	.....	+	5992.00
36	POHA / KURMURA	P.M.	3800.00	4250.00	4400.00	.....	+	6846.00
37	POWERLOOM	P.M.	9000.00	9500.00	10100.00	.....	+	5220.00
38	PRINTING PRESS	P.M.	4400.00	4500.00	4600.00	.....	+	5994.00
39	PUBLIC MOTOR TRANSPORT	P.M.	4200.00	4600.00	5300.00	.....	+	6846.00
40	READYMADE - GARMENTS	P.M.	7400.00	7900.00	8600.00	.....	+	6206.00
41	RUBBER	P.M.	6500.00	7000.00	7700.00	.....	+	5992.00
42	RICE FLOUR & DAL MILL	P.M.	3800.00	4100.00	4600.00	.....	+	6846.00
43	RUBBER BALLOON	P.M.	3800.00	4100.00	4300.00	.....	+	6846.00
44	STEEL FURNITURE	P.M.	6800.00	7100.00	7800.00	.....	+	5992.00
45	SEEPZ	P.M.	5300.00	5800.00	6300.00	.....	+	5581.00
46	STONE BREAKING & CRUSHING	P.M.	8000.00	8500.00	9500.00	.....	+	3718.00
47	SOAPS & COSMETICS	P.M.	6500.00	7000.00	7700.00	.....	+	5992.00
48	SHOP & ESTABLISHMENT	P.M.	10021.00	10856.00	11632.00	.....	+	2106.00
49	SWEEPER & SCAVENGERS	P.M.	10000.00	10000.00	10000.00	.....	+	4862.00
50	SAW MILL	P.M.	7800.00	8650.00	9450.00	.....	+	3647.00
51	TANNERIES & LEATHER MANUFACTORY	P.M.	8000.00	8500.00	9000.00	.....	+	4590.00
52	UTENSILS	P.M.	8000.00	8500.00	9200.00	.....	+	6848.00
53	WOODEN PHOTO FRAMES	P.M.	6500.00	7000.00	7700.00	.....	+	5992.00
54	WOODEN FURNITURE	P.M.	6400.00	6900.00	7600.00	.....	+	5992.00
55	WATCH STRAPS MFG	P.M.	4800.00	5100.00	5500.00	.....	+	6846.00
56	HANDLOOM	P.M.	6000.00	6500.00	7000.00	.....	+	3910.00
57	SOIL POT MAKER	P.M.	7000.00	7500.00	8000.00	.....	+	3910.00
58	FOREST OR FORESTRY	P.M.	5200.00	5600.00	6000.00	.....	+	6375.00
59	SILVER INDUSTRIES	P.M.	4500.00	5000.00	5500.00	.....	+	6760.00
60	TOBACCO & BIDI INDUSTRIES	P.M.				.....		3173.00
61	GRAM PANCHAYAT	P.M.	13085.00	13420.00	14125.00	.....	+	1612.00
62	OTHER THAN GRAM PANCHAYAT w.e.f. 10.08.2020	P.M.	11500.00	13000.00	14000.00	.....	+	7070.00
63	DYES & CHEMICALS	P.M.	7200.00	7700.00	8200.00	.....	+	4462.00
64	VITA & KHIL	P.M.	7500.00	8000.00	8500.00	.....	+	4420.00
65	STABLE	P.M.	8000.00	8700.00	9400.00	.....	+	4250.00
66	SALT INDUSTRIES	P.M.	4000.00	4300.00	4600.00	5000.00	+	6452.00
67	AGRICULTURAL EMPLOYMENT	P.M.	6240.00	6240.00	6240.00	On Machines		2932.00
68	CLEANING AND SORTING OF ONIONS	P.D.	126	210	240	.....		115.00

In addition to above 5% HRA on Basic + DA (If employees more than 50 Employees)

NOTE: Rate of Special Allowance (DA) for the period (01.07.2022 to 31.12.2022) as declared by the office of the Commissioner of Labour, BKC, Bandra(E) Mumbai 400 051.