

GOVERNMENT OF INDIA  
OFFICE OF THE DEVELOPMENT COMMISSIONER  
SEEPZ SPECIAL ECONOMIC ZONE  
MINISTRY OF COMMERCE & INDUSTRY  
ANDHERI (EAST)  
MUMBAI - 400 096.

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F.NO. SEEPZ SEZ/LAB/505/2015 -16/13153

Dated: 12/08/2015

**CIRCULAR NO. /LAB/ 01 /2015-16**

In accordance with the powers delegated to the Development Commissioner of SEZ by the Govt. of Maharashtra, under the Minimum Wages Act, 1948 the jurisdiction in respect of units in SEZs for implementation as well as for taking necessary action for violation, if any, are with this office. As on date, the minimum wages applicable to the un-skilled, semi-skilled and skilled workers/employees in the SEEPZ (Electronics) and Gems and Jewellery Sectors are as mentioned below:- (Special Allowance revised a period of 01/07/2015 to 31/12/2015)

**1. Gem & Jewellery Units:-**

|                   | Skilled     | Semi-Skilled | Un-Skilled  |
|-------------------|-------------|--------------|-------------|
| Basic Wage        | Rs. 5500.00 | Rs. 5000.00  | Rs. 4500.00 |
| Special Allowance | Rs. 2934.75 | Rs. 2934.75  | Rs. 2934.75 |
| Total             | Rs. 8434.75 | Rs. 7934.75  | Rs. 7434.75 |
| HRA (5%)          | Rs. 421.73  | Rs. 396.73   | Rs. 371.73  |
| Minimum Wages     | Rs. 8856.48 | Rs. 8331.48  | Rs. 7806.48 |

**2. Bombay Shops and Establishment:-**

|                   | Skilled     | Semi-Skilled | Un-Skilled  |
|-------------------|-------------|--------------|-------------|
| Basic Wages       | Rs. 5800.00 | Rs. 5400.00  | Rs. 5000.00 |
| Special Allowance | Rs. 2640.60 | Rs. 2640.60  | Rs. 2640.60 |
| Total             | Rs. 8440.60 | Rs. 8040.60  | Rs. 7640.60 |
| HRA (5%)          | Rs. 422.03  | Rs. 402.03   | Rs. 382.03  |
| Minimum Wages     | Rs. 8862.63 | Rs. 8442.63  | Rs. 8022.63 |


**3. SEEPZ (Electronics) :-**

|                   | Skilled     | Semi-Skilled | Un-Skilled  |
|-------------------|-------------|--------------|-------------|
| Basic Wages       | Rs. 6300.00 | Rs. 5800.00  | Rs. 5300.00 |
| Special Allowance | Rs. 3132.90 | Rs. 3132.90  | Rs. 3132.90 |
| Total             | Rs. 9432.90 | Rs. 8932.90  | Rs. 8432.90 |
| HRA (5%)          | Rs. 471.64  | Rs. 446.64   | Rs. 421.64  |
| Minimum Wages     | Rs. 9904.54 | Rs. 9379.54  | Rs. 8854.54 |

The Special Allowance is revised twice in a year i.e. with effect from 1<sup>st</sup> January and 1<sup>st</sup> July by the appropriate authority in the Labour Department of the Govt. of Maharashtra.

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The units are directed to ensure that no employee is deprived of the minimum wages at any point of time. The Zone Administration will be regularly verifying the records and registers to ensure payment of minimum wages by employers, by obtaining photo copies of payment register for specified period.



(P. S. Raman)  
Jt. Development Commissioner  
SEEPZ-SEZ

Encl.:- As above.

Copy to. :-

- (1) All the SEEPZ units.
- (2) The president, SEEPZ Gems & Jewellery Manufacturers Association, BFC Bldg.
- (3) Chairman, SEEMA, SEEPZ-SEZ, Mumbai.
- (4) The Regional Director, EPCES for 100% EOU & SEZ,
- (5) IT - Section - for uploading on website.