

Wef Jan'2025

Annexure-A

Wage Rates and other benefits to be considered while quoting your rates

Minimum Wage rates consideration

Wage Notification no. IR-02/2025/11047-89 dated 04.04.2025

			Monthly Payments							Total including Sub total-1 (per Manday)	Annual		Total including Sub total- 1 & 2 (per Manday)	OT rates		
Category of labour	Present wage rates (Rs) (Subject to revision from time to time as per Govt Notifications)	other benefiits	PF	ESI	Welfare fund	Bonus	Uniform (Two pairs of uniform per year)	PPE (One safety Shoe, Google and Safety Helmet. Other special PPEs wherever required will be provided by ISRPL)	Sub total- 1		Leave Encashment	Sub total-2		minimum wage rates/4	ESI @ 3.25% #	Total OT (Per hour)
		Rate	13.00%	3.25%	Rs. 62 per month	(A*8.33%)	@ Rs. 2000 per year	@ Rs.1000 per year			per day rate x 1/20					
	A		Statutory	Statutory	Statutory	Statutory	ISRPL	ISRPL	B	C=A+B	if applicable	D	E=D+C			
Unskilled	432.97		56.29	14.07	2.38	36.07	5.48	2.74	117.03	550.00	21.65	21.65	571.65	108.24	3.52	111.76
Semiskilled/ Unskilled Supervisory	477.34		62.05	15.51	2.38	39.76	5.48	2.74	127.93	605.27	23.87	23.87	629.14	119.34	3.88	123.21
Skilled / Clerical	526.27		68.42	17.10	2.38	43.84	5.48	2.74	139.96	666.23	26.31	26.31	692.54	131.57	4.28	135.84
Highly Skilled	552.59		71.84	17.96	2.38	46.03	5.48	2.74	146.43	699.02	27.63	27.63	726.65	138.15	4.49	142.64