

**Wef July'2021**  
**Annexure-A**  
**Minimum Wage rates consideration**  
**Wage Notification no. IR-02/2021/20632-782 dated 01.09.2021**

Category of labour	Present wage rates (Rs) (Subject to revision from time to time as per Govt Notifications)	other benefits	Monthly Payments						Sub total-1	Total including Sub total-1 (per Manday)	Annual		Total including Sub total- 1 & 2 (per Manday)
			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)			Leave Encashment	Sub total-2	
	Rate		13.00%	3.25%	Rs. 50 per month	(A*8.33%)	@ Rs. 2000 per year	@ Rs.1000 per year		per day rate x 1/20			
	<b>A</b>		Statutory	Statutory	Statutory	Statutory	ISRPL	ISRPL	<b>B</b>	<b>C=A+B</b>	if applicable	D	<b>E=D+C</b>
Unskilled	377.04		49.02	12.25	1.92	31.41	5.48	2.74	102.82	479.86	18.85	18.85	498.71
Semiskilled/ Unskilled Supervisory	415.69		54.04	13.51	1.92	34.63	5.48	2.74	112.32	528.01	20.78	20.78	548.79
Skilled / Clerical	458.30		59.58	14.89	1.92	38.18	5.48	2.74	122.79	581.09	22.92	22.92	604.01
Highly Skilled	481.21		62.56	15.64	1.92	40.08	5.48	2.74	128.42	609.63	24.06	24.06	633.69

OT rates		
minimum wage rates/4	ESI @ 3.25% #	Total OT (Per hour)
94.26	3.06	97.32
103.92	3.38	107.30
114.58	3.72	118.30
120.30	3.91	124.21

\* **ISRPL declared Holidays will be considered as paid holidays to all contractual labour and shall be reimbursed to contractor.**  
 \* **The price are "no work-no pay basis", sundays will not be considered as paid off.**  
 \* **ISRPL reserves the right to hold retiral payment (Gratuity, Retrenchment & Leave Encashment) and will be paid after completion of contract period during final**

\* In case of increase in minimum wage rates, Contractor's rate will be revised upto the extent of revision in minimum wage rate and related components only. Profit and other components will remain fix for complete contact period.

\* **Retiral benefits (like Gratuty, Retrenchment etc) if applicable and eligible shall be reimbursed to contractor on submission of proof of payment to workmen**