

Wef April'2026

Annexure-A

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

Minimum Wage rates consideration

Wage Notification no. IR-02/25/26-2 Lab 9557 dated 09.04.2026

Category of labour	Present wage rates (Rs) (Subject to revision from time to time as per Govt Notifications)	other benefits	Monthly Payments							Total including Sub total-1 (per Manday)	Annual		Total including Sub total- 1 & 2 (per Manday)	OT rates		
			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. 68 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	585.41		76.10	19.03	2.62	48.76	5.48	2.74	154.73	740.14	29.27	29.27	769.41	146.35	4.76	151.11
Semiskilled/ Unskilled Supervisory	645.41		83.90	20.98	2.62	53.76	5.48	2.74	169.48	814.89	32.27	32.27	847.16	161.35	5.24	166.60
Skilled / Clerical	711.56		92.50	23.13	2.62	59.27	5.48	2.74	185.74	897.30	35.58	35.58	932.87	177.89	5.78	183.67
Highly Skilled	747.14		97.13	24.28	2.62	62.24	5.48	2.74	194.48	941.62	37.36	37.36	978.98	186.79	6.07	192.86

Above Price calculation as per below Notifications:-

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