
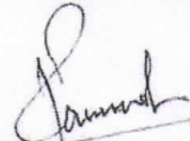


Wages Structure for Contract Labour W.E.F. 1st Feb 2023 As Per Minimum Wages		
Pune Region		
Sr.No	Monthly Components	CTC Rs. 661.18 PER DAY
A		
1	Basic Salary	12795
2	Special Allowance (DA)	775
3	HRA (5% on Basic + DA)	679
Monthly Gross Total (A)		14249
B		
4	PF @ 13 % on Basic + DA	1764
5	ESIC @ 3.25 % on monthly Gross	463
6	Uniform & Safty shoes	40
7	Fix Service Charges on monthly Basis	675
Total (B)		2942
GROSS TOTAL PER MONTH (A+B)		17191


 Sanjay Gadhe
 General Manager – Corp. ER / IR
 (Regional Head)


 Kalyan Pawar
 VP Corp. ER / IR

5-4-192