



# Innovative Industrial Services

*Different Needs : One Solution*

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## Working Hours and Contractual Employee's Rights

Contractual workers may only be required to work 48 hours per week and 9 hours per day. He or She is entitled to overtime pay that is double the regulated rate. The workers must be informed of the length of the workday. A contractual employee is entitled to annual leave with pay after working for 240 days or more, with one day off for every 20 days worked.

## Minimum Wages Act

Minimum Wages Act (Gujarat) is a law that sets the minimum wage rates for workers in Gujarat, India. The Act defines the criteria for fixing minimum wage rates, including the nature of work, the industry, and the geographical area. The minimum wage rates are revised in Every 6 Months (1-April & 1-Oct Respectively) based on the cost of living index.

## Health Checkup Policy

We are conducting Health checkup for the temporary Technician as on when required by client

For Permanent worker (Housekeeping), Client is doing the health checkup to comply with Govt Rules and to update medical register



For, Innovative Industrial Services

Authorised Signatory