

Minimum Wages Calculation (Valid From 01-04-2026 to 30-09-2026) (Daily)

Sr. No.		Particulars	Zone - 1			Zone - 2		
			Skilled	Semi-Skilled	Unskilled	Skilled	Semi-Skilled	Unskilled
1	Employer	Basic Salary	474	462	452	462	452	441
2		Sp. Allowance	60.5	60.5	60.5	60.5	60.5	60.5
3		Total Basic	534.5	522.5	512.5	522.5	512.5	501.5
4		PF @ 13% (3*13%)	69.49	67.93	66.63	67.93	66.63	65.20
5		ESIC @ 3.25% (3*3.25%) / WCP	17.37	16.98	16.66	16.98	16.66	16.30
6		Bonus @ 8.33% (3*8.33%)	44.52	43.52	42.69	43.52	42.69	41.77
7		Daily Fin. Liability (3+4+5+6)	665.88	650.93	638.47	650.93	638.47	624.77
8		26 Days Salary (CTC) (7*26 days)	17312.88	16924.19	16600.29	16924.19	16600.29	16243.99
9	Employee	PF @ 12% (3*12%)	64.14	62.70	61.50	62.70	61.50	60.18
10		ESIC @ 0.75% (3*0.75%) / WCP	4.01	3.92	3.84	3.92	3.84	3.76
11		Daily Salary On Hand (3+6-9-10)	510.88	499.41	489.85	499.41	489.85	479.33
12		Salary On Hand @ 26 Days (11*26)	13282.75	12984.54	12736.04	12984.54	12736.04	12462.68
13		Prof. Tax	200.00	200.00	200.00	200.00	200.00	200.00
14		Net on Hand Salary (12-13)	13082.75	12784.54	12536.04	12784.54	12536.04	12262.68
15		service Charge @~3.85%	666.55	651.58	639.11	651.58	639.11	625.39
16		GST @ 18%	3116.32	3046.35	2988.05	3046.35	2988.05	2923.92
17		Total Billing Amount (Approx.)	21095.75	20622.13	20227.45	20622.13	20227.45	19793.30

Minimum Wages Calculation (Valid From 01-04-2026 to 30-09-2026) (Monthly = 26 Days)

Sr. No.		Particulars	Zone - 1			Zone - 2		
			Skilled	Semi-Skilled	Unskilled	Skilled	Semi-Skilled	Unskilled
1	Employer	Basic Salary	12324	12012	11752	12012	11752	11466
2		Sp. Allowance	1573	1573	1573	1573	1573	1573
3		Total Basic	13897	13585	13325	13585	13325	13039
4		PF @ 13% (3*13%)	1807	1766	1732	1766	1732	1695
5		ESIC @ 3.25% (3*3.25%) / WCP	452	442	433	442	433	424
6		Bonus @ 8.33% (3*8.33%)	1158	1132	1110	1132	1110	1086
7		Fin. Liability (3+4+5+6) for 26 Days	17313	16924	16600	16924	16600	16244
8	Employee	PF @ 12% (3*12%)	1668	1630	1599	1630	1599	1565
9		ESIC @ 0.75% (3*0.75%) / WCP	104	102	100	102	100	98
10		Salary On Hand @ 26 Days (3+6-8-9)	13283	12985	12736	12985	12736	12463
11		Prof. Tax	200	200	200	200	200	200
12		Net on Hand Salary (10-11)	13083	12785	12536	12785	12536	12263
13		service Charge @~3.85%	667	652	639	652	639	625
14		GST @ 18%	3116	3046	2988	3046	2988	2924
15		Total Billing Amount (Approx.)	21096	20622	20227	20622	20227	19793