

**GAINUP TECHNOTEK LIMITED****WAGE POLICY**

Effective Date: 01.04.2025

**PURPOSE**

To revise the wage structure as per revised minimum wage for Tailoring Industry.

**APPLICABILITY**

DIVISION	DESIGNATION	WAGE
Gloves, Woven I & Headwear	<b>Operator</b> (Sewing Operator, Cutting Master, Special Machine & Knitting Operator)	<b>Fresher</b>
		<ul style="list-style-type: none"> <li>From 1<sup>st</sup> day - Rs.470 + Attendance Incentive.</li> <li>On completion of every 69 days of service, the wage will get increased by Rs.5 in next wage month.</li> </ul>
Gloves, Woven I & Headwear	<b>Checker</b>	<b>Fresher</b>
		<ul style="list-style-type: none"> <li>From 1<sup>st</sup> day - Rs.470 + Attendance Incentive</li> <li>On completion of every 138 days of service, the wage will get increased by Rs.5 in next wage month.</li> </ul>
Gloves, Woven I & Headwear	<b>Non operator</b> (Except - Operator, Checker)	<b>Fresher</b>
		<ul style="list-style-type: none"> <li>From 1<sup>st</sup> day - Rs.448 + Attendance Incentive</li> <li>On completion of every 138 days of service, the wage will get increased by Rs.5 in next wage month.</li> </ul>
Gloves, Woven I & Headwear	<b>Security</b>	<ul style="list-style-type: none"> <li>Security Officer Rs.19,500/-pm.</li> <li>Head Security Guard Rs.14,000/-pm.</li> <li>Security Guard Rs.13,000/-pm.</li> </ul>

Additionally, Rs.40/- to added for Qualified employees (2 / 3 Years Course).

**Transport deductions.**

To deduct Rs.100/- per working day for all employees (Except-Driver).

**Minimum Wage / Basic+DA:**

1. Operator - Rs.470/-
2. Checker - Rs.470/-
3. Helper - Rs.448/-
4. Security Guard - Rs.11,643/-pm.

**Attendance Incentive**

Description	Operator - Fresher (First 6 Months)	Operator - Experienced Fresher after 6 Months	Non-Operator - All	Checker & Packer (Only for Gloves)
No Leave	Rs.1,000/-	Rs.1,500/-	Rs.750/-	Rs.1000
One Day Leave	Rs.750/-	Rs.1,000/-	Rs.500/-	Rs.750
Two Days Leave	Rs.500/-	Rs.500/-	Rs.250/-	Rs.500

**GAINUP TECHNOTEK LIMITED (Unit -II)****WAGE POLICY**

Effective Date: 01.04.2025

**PURPOSE**

To revise the wage structure as per revised minimum wage for Tailoring Industry.

**APPLICABILITY**

DIVISION	DESIGNATION	WAGE
Woven-II	<b>Operator</b> (Sewing Operator & Special Machine Operator)	<b>Fresher</b> <ul style="list-style-type: none"><li>From 1<sup>st</sup> day - Rs.470 + Attendance Incentive.</li><li>On completion of every 69 days of service, the wage will get increased by Rs.5 in next wage month.</li></ul> <b>Experienced</b> <ul style="list-style-type: none"><li>From 1<sup>st</sup> day - Skill based salary + Attendance Incentive.</li><li>On completion of every 69 days of service, the wage will get increased by Rs.5 in next wage month.</li></ul>
Woven-II	<b>Checker</b>	<b>Fresher</b> <ul style="list-style-type: none"><li>From 1<sup>st</sup> day - Rs.470 + Attendance Incentive</li><li>On completion of every 138 days of service, the wage will get increased by Rs.5 in next wage month.</li></ul>
Woven -II	<b>Non operator</b> (Except - Operator, Checker)	<b>Fresher</b> <ul style="list-style-type: none"><li>From 1<sup>st</sup> day - Rs.448 + Attendance Incentive</li><li>On completion of every 138 days of service, the wage will get increased by Rs.5 in next wage month.</li></ul>
Woven-II	<b>Security</b>	<ul style="list-style-type: none"><li>Security Officer Rs.17,000/-pm.</li><li>Security Guard Rs.11,643/-pm.</li></ul>

Additionally, Rs.40/- to added for Qualified employees (2 / 3 Years Course).

**Transport deductions.**

To be deduct Rs.100/- per working day for all employees (Except-Driver & Security).

**Minimum Wage / Basic+DA:**

1. Operator - Rs.470/-
2. Checker - Rs.470/-
3. Helper - Rs.448/-
4. Security Guard - Rs.11,643/-pm.

**Attendance Incentive**

Description	Operator - Fresher (First 6 Months)	Operator – Experienced and Fresher after 6 Months	Non-Operator - All
No Leave	Rs.1,000/-	Rs.1,500/-	Rs.750/-
One Day Leave	Rs.750/-	Rs.1,000/-	Rs.500/-
Two Days Leave	Rs.500/-	Rs.500/-	Rs.250/-