

SPINNING & SOCKS - WAGE POLICY @ GAINUP

PURPOSE

To revise the wage structure as per revised minimum wage with effective from 01.04.2024 ✓

APPLICABILITY

DIVISION	DESIGNATION	WAGE
Spinning & Socks	Operator (Carding, RSB, LD2, Comber, Simplex, Spinning-Sider, Doffer, Auto coner, Knitting, Linking, Covering, Washing, Boarding, Embroidery, Printing)	<p style="text-align: center;">Fresher</p> <ul style="list-style-type: none"> From 1st day – Rs.340 + Attendance Incentive. On completion of every 69 days of service in a quarter , the wage will get increased by Rs.5 in next wage month. <p style="text-align: center;">Experienced</p> <ul style="list-style-type: none"> From 1st day – Skill based salary + Attendance Incentive. On completion of every 69 days of service in a quarter , the wage will get increased by Rs.5 in next wage month .
Spinning & Socks	Checker	<p style="text-align: center;">Fresher</p> <ul style="list-style-type: none"> From 1st day - Rs.310 + Attendance Incentive. On completion of every 138 days of service in 6 months, the wage will get increased by Rs.5 in next wage month .
Spinning & Socks	Non-Operator (Except-Operator, Checker)	<p style="text-align: center;">Fresher</p> <ul style="list-style-type: none"> From 1st day – Rs.300 + Attendance Incentive. On completion of every 138 days of service in 6 months the wage will get increased by Rs.5 in next wage month .
Socks/ <i>Garnments</i>	Junior Engineer	<p>ITI & Diploma</p> <ul style="list-style-type: none"> From 1st day – Rs.10,000 + Attendance Incentive <p>Any degree</p> <ul style="list-style-type: none"> From 1st day – Rs.10,500 + Attendance Incentive On completion of 9 months of service, the wage will get increased by Rs.130/- in next wage month for every quarter (To work minimum 69 days in a quarter)
All Divisions	Non-Local Employees	<p style="text-align: center;">Fresher</p> <ul style="list-style-type: none"> From 1st day - Rs.340 + Attendance Incentive. On completion of every 69 days of service in a quarter, the wage will get increased by Rs.5 in next wage month.

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

Minimum Wage / Basic + DA:

1. Operator Rs.339/-
2. Checker Rs.270/-
3. Helper Rs.252/-

Attendance Incentive

Description	Operator – Fresher (First 6 Months)	Operator – Experienced 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/-

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27/4/24

GARMENTS WAGE POLICY @ GAINUP

PURPOSE

To revise the wage structure as per revised minimum wage with effective from 01.04.2024

APPLICABILITY

DIVISION	DESIGNATION	WAGE
All Garments	Operator (Sewing Operator, Ironing Master, Printing Master, Cutting Master)	Fresher
		<ul style="list-style-type: none"> From 1st day - Rs.340+ Attendance Incentive. On completion of every 69 days of service in a quarter, the wage will get increased by Rs.5 in next wage month.
All Garments	Checker	Experienced
		<ul style="list-style-type: none"> From 1st day - Skill based salary + Attendance Incentive. On completion of every 69 days of service, the wage will get increased by Rs.5 in next wage month .
All Garments	Checker	Fresher
		<ul style="list-style-type: none"> From 1st day - Rs.310 + Attendance Incentive. On completion of every 138 days of service in 6 months, the wage will get increased by Rs.5 in next wage month.
All Garments	Non-Operator (Except-Operator, Checker)	Fresher
		<ul style="list-style-type: none"> From 1st day - Rs.300 + Attendance Incentive. On completion of every 138 days of service in 6 months , the wage will get increased by Rs.5 in next wage month.
All Divisions	Non-Local Employees	Fresher
		<ul style="list-style-type: none"> From 1st day - Rs.340 + Attendance Incentive. On completion of every 69 days of service in a quarter , the wage will get increased by Rs.5 in next wage month.
All Divisions	Security	Fresher
		<ul style="list-style-type: none"> Security Officer Rs.17,000/-pm. Head Security Guard Rs.11,500/-pm. Security Guard Rs.10,500/-pm.

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

Minimum Wage / Basic + DA:

1. Operator Rs.339/-
2. Checker Rs.270/-
3. Helper Rs.252/-
4. Security Guard Rs.10,500/-pm.

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Attendance Incentive

Description	Operator – Fresher (First 6 Months)	Operator - Experienced 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/-