

SPINNING & SOCKS - WAGE POLICY @ GAINUP

PURPOSE

To revise the wage structure as per revised minimum wage with effective from 01.04.2025

APPLICABILITY

DIVISION	DESIGNATION	WAGE
Spinning & Socks	Operator (Carding, RSB, LD2, Comber, Simplex, Spinning-Sider, Doffer, Auto coner, Knitting, Linking, Covering, Washing, Boarding, Embroidery, Printing & Packer)	Fresher - From 1st day – Rs.345 + 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.
		Experienced - 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	Fresher - From 1st day - Rs.345 + 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)	Fresher - From 1st day – Rs.325 + 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	Junior Engineer	ITI & Diploma - From 1st day – Rs.10,250/- + Attendance Incentive. Any Degree - From 1st day – Rs.10,750/- + Attendance Incentive. On completion of every 69 days of service in a quarter, the wage will get increased by Rs.130/- in next wage month.
Spinning & Socks	Non-Local Employees	Fresher - From 1st day - Rs.345 + 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	- Security Officer Rs.17,000/-pm. - Security Guard Rs.11,643/-pm.

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

Minimum Wage / Basic + DA:

- Operator - Rs.343/-
- Checker - Rs.273/-
- Helper - Rs.250/-
- Security Guard - Rs.11,643/-pm.

W. R. f 1.04.25


11/4/25

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/-

Sub

GARMENTS WAGE POLICY @ GAINUP

PURPOSE

To revise the wage structure as per revised minimum wage with effective from 01.04.2025

APPLICABILITY

DIVISION	DESIGNATION	WAGE
Garments-I, II & III	Operator (Sewing Operator, Ironing Master, Cutting Master & Packer)	Fresher - From 1st day - Rs.445+ 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.
		Experienced - 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
Garments-I, II & III	Checker	Fresher - From 1st day - Rs.445 + 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.
Garments-I, II & III	Non-Operator (Except-Operator, Checker)	Fresher - From 1st day - Rs.400 + 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.
Garments-I, II & III	Non-Local Employees	Fresher - From 1st day - Rs.445 + Attendance Incentive. - On completion of every 69 days of service, the wage will get increased by Rs.5 in next wage month. - No deduction for Transportation.

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

Transport deductions.

To deduct Rs.75/- per working day for all employees.

Minimum Wage / Basic + DA:

1. Operator - Rs.444/-
2. Checker - Rs.341/-
3. Helper - Rs.307/-

W. C. F 1.4.25
1/4/25

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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