

 GSECL	GUJARAT STATE ELECTRICITY CORPN. LTD.		
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No.GSECL/ADM/PO/Labour/ <u>211</u>			Date: <u>09</u> /04/2026

CIRCULAR:

Sub: Revised Annexure – I under circular 53 dtd. 14.03.2024.

Ref: T.O. Circular No.GSECL/ACE(P&C)/53 dtd. 14.03.2024.

Vide circular under reference, guidelines for preparation of the estimates of proposals for works contracts has been issued wherein Annexure – I has been provided for considering components for preparing estimates of proposal for works contract. Due to revision in minimum wages, Annexure-I is hereby revised **w.e.f 01.04.2026** which is attached herewith for ready reference.

Further, liability towards EL Encashment & Gratuity is revised to 5% and 4.81%. Accordingly, percentage in monthly wage sheet is to be considered and payment to be made accordingly on monthly basis.

Above guidelines may be adhered without fail.



(D.S. SHAH)

ADDL. GENERAL MANAGER (HR)

Copy to:

1. ED(GEN), GSECL, C.O., Vadodara.
2. GM(HR) / GM(F&A), GSECL, C.O. Vadodara.
3. CE(G)/CE(P&P)/CE(Fuel), GSECL, C.O., Vadodara.
4. **Power Station Head** : GTPS / WTPS / KLTPS/ SPS/ UTPS / UGBPS / KHEP/ SSHEP
DGBPS/ BLPTS/ Khavda / STPS.
5. ACE(C)/ACE(P&C), GSECL, C.O., Vadodara.

ANNEXURE -A

Minimum wages with statutory benefits to be considered as labour cost for the purpose of estimate preparation w.e.f 01.04.2026
The following components shall be included while preparing estimate considering minimum wage of various category of labour.

Sr. No.	Description	Percentage as per latest rules Act	Contract duration 12 months & 24 months						Contract other than period contract					
			Wages (Zone-I)			Wages (Zone-II)			Wages (Zone-I)			Wages (Zone-II)		
			Rs. 512.50 per day	Rs. 522.50 per day	Rs. 534.50 per day	Rs. 501.50 per day	Rs. 512.50 per day	Rs. 522.50 per day	Rs. 512.50 per day	Rs. 522.50 per day	Rs. 534.50 per day	Rs. 501.50 per day	Rs. 512.50 per day	Rs. 522.50 per day
1	On minimum wages of (Skilled, Semi-skilled & Un-skilled as categorized) manpower	As per minimum wages	13325.00	13585.00	13897.00	13039.00	13325.00	13585.00	13325.00	13585.00	13897.00	13039.00	13325.00	13585.00
2	Towards PF	12.50% of BP	1665.63	1698.13	1737.13	1629.88	1665.63	1698.13	1665.63	1698.13	1737.13	1629.88	1665.63	1698.13
3	Towards Bonus	8.33% of BP	1109.97	1131.63	1157.62	1086.15	1109.97	1131.63	1109.97	1131.63	1157.62	1086.15	1109.97	1131.63
4	Towards Gratuity	4.81% of BP	640.93	653.44	668.45	627.18	640.93	653.44	0.00	0.00	0.00	0.00	0.00	0.00
5	Towards Earned Leave	5% of BP	666.25	679.25	694.85	651.95	666.25	679.25	666.25	679.25	694.85	651.95	666.25	679.25
6	Workman Compensation Policy (WC Policy) / ESI / Insurance	3.75% of BP	499.69	509.44	521.14	488.96	499.69	509.44	499.69	509.44	521.14	488.96	499.69	509.44
7	Retrenchment Benefits if applicable	5% of BP	666.25	679.25	694.85	651.95	666.25	679.25	0.00	0.00	0.00	0.00	0.00	0.00
	Total		18573.72	18936.13	19371.03	18175.06	18573.72	18936.13	17266.54	17603.44	18007.73	16895.94	17266.54	17603.44

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