

**DRAFT MINIMUM WAGE NOTIFICATION**

(For comments of Security Agencies / Principal Employers / State ESM Corporations, in case any to be sent by 1800hours, 13 April 2025 to email ids [sapolicydgr@desw.gov.in](mailto:sapolicydgr@desw.gov.in) or [security4dgr@desw.gov.in](mailto:security4dgr@desw.gov.in) . Nil shall be assumed thereafter)

**DIRECTORATE GENERAL OF RESETTLEMENT MINISTRY OF DEFENCE**  
**GOVERNMENT OF INDIA, WEST BLOCK IV RK PURAM, NEW DELHI 110066**

**NOTICE OF REVISION OF MINIMUM WAGES FOR ONE DAY W.E.F. 01 April 2025**

- Reference Government of India, Ministry of Defence Office Memorandum No 28(75)/2020-D (RES-I) Dated 13 May 2021 and Corrigendum dated 23 Jun 2021 regarding Guidelines for functioning of DGR Empanelled Ex-Servicemen Security Agencies.
- Consequent to revision of **Minimum Wages** by Ministry of Labour and Employment, vide Government of India, the Ministry of Labour & Employment, Government of India, Office of the Chief Labour Commissioner(C) order File. No. 1/6(6)/2025-LS-II dated 28 March 2025 for Employment of personnel of the Central sphere, for **Watch and Ward Duties** and ibid office memorandum. The under mentioned **Minimum Wages for one Watch (8 hours)** are the rates **(All components)** below which the quotations at all stages of Tendering to the Principal Employer and payment to the guards & other staff employed **Will NOT be made by DGR sponsored security agencies** / Corporations throughout the country **with effect from 01 April 2025.**

**AREA A**

S No	Description	Percentage( To be read in conjunction with latest rules/ regulations and policies promulgated by Competent Government Authority)	Security Guards without arms (skilled)	Security Guard with arms (Highly skilled)	Supervisor (Highly skilled)	Remarks
(a)	Basic Wage(BW) plus Variable Dearness Allowance(VDA)		981	1065	1304.73	1. Center or State whichever is higher is payable. 2. See Note 1 & 5
(b)	Employees State Insurance (ESI)/ Medical Allowance. Employees Compensation Act shall be applicable, in areas/ to personnel, not covered under ESI Act.	For ESI applicability : 3.25% of Basic plus VDA	As applicable			See Note 2, 10 & 11
(c)	Employees Provident Fund (EPF)	12% of Basic plus VDA	As applicable			See Note 9, 10 & 11 or as notified from time to time
(d)	Employees Deposit linked Insurance (EDLI)	0.5% of Basic plus VDA	As applicable			
(e)	Administrative Charges(EPF & EDLI)	0.5% of Basic plus VDA	As applicable			
(f)	House Rent Allowance (HRA)	24% of Basic plus VDA or Rs 5400 (Whichever is higher)	235.44	255.60	313.14	See Note 3, 9, 10 & 11 or as notified from time to time Revision of HRA percentage to be incorporated as and when notified as per Govt Notification on the subject.
(g)	ESI/ Medical Allowance on HRA	3.25% of HRA	As applicable			See Note 2, 9, 10 & 11 or as notified from time to time
(h)	Annual Bonus	8.33% per month (Basic plus VDA)	As applicable			See Note 4, 9 & 10 or as notified from time to time
(i)	Uniform Outfit Allowance	5% of Basic plus VDA	49.05	53.25	65.24	
(j)	Uniform Washing Allowance	3% of Basic plus VDA	29.43	31.95	39.14	
(k)	Sub Total of (a) to (j)					Cost per Watch (8 hours) for every guard
(l)	Reliever Charges 1/6th of serial (k)	1. To be incorporated only when a reliever is provided on paid rest days. 2. All mandatory deductions in respect of the reliever as applicable at serial (b), (c), (d), (e) and (g) to be deposited with concern Government Department.				
(m)	Total Cost per day	Sum of (k) and (l)				
(n)	Service Charge	10% (fixed) for contracts under negotiation/ contracted from 13 May 2021 onwards on Ser 2(m) till migration to GeM				See Note 7, 8 & 11
(o)	Sum Total	Sum of (m) and (n)				See Note 7 & 8
(p)	GST	As per prevailing rates				As Notified

**AREA 'A' - Ahmedabad (UA), Hyderabad (UA), Faridabad complex (M.Corpn), Bengaluru (UA), Kanpur (UA), Ghaziabad (UA), Delhi (UA), Chennai (UA), Noida, Greater Mumbai (UA), Nagpur (UA), Secunderabad, Kolkata (UA), Lucknow (UA), Gurgram (M. Corpn), Navi Mumbai (UA), Pune (UA)**

**AREA –B**

S No	Description	Percentage( To be read in conjunction with latest rules/ regulations and policies promulgated by Competent Government Authority)	Security Guards without arms(skilled)	Security Guard with arms (Highly skilled)	Supervisor (Highly skilled)	Remarks
(a)	Basic Wage(BW) plus Variable Dearness Allowance(VDA)		893	981	1187.69	1. Center or State whichever is higher is payable. 2. See Note 1 & 5
(b)	Employees State Insurance (ESI)/ Medical Allowance. Employees Compensation Act shall be applicable in areas/ personnel, not covered under ESI Act.	3.25% of Basic plus VDA	As applicable			See Note 2, 10 & 11
(c)	Employees Provident Fund (EPF)	12% of Basic plus VDA	As applicable			See Note 9, 10 & 11 or as notified from time to time
(d)	Employees Deposit linked Insurance (EDLI)	0.5% of Basic plus VDA	As applicable			
(e)	Administrative Charges(EPF & EDLI)	0.5% of Basic plus VDA	As applicable			
(f)	House Rent Allowance (HRA)	16% of Basic plus VDA or Rs 3600 (Whichever is higher)	142.88	156.96	190.03	See Note 3, 9, 10 & 11 or as notified from time to time Revision of HRA percentage to be incorporated as and when notified as per Govt Notification on the subject.
(g)	ESI/ Medical Allowance on HRA	3.25% of HRA	As applicable			See Note 2, 9, 10 & 11 or as notified from time to time
(h)	Annual Bonus	8.33% per month (Basic plus VDA)	As applicable			See Note 4, 9 & 10 or as notified from time to time
(i)	Uniform Outfit Allowance	5% of Basic plus VDA	44.65	49.05	59.38	
(j)	Uniform Washing Allowance	3% of Basic plus VDA	26.79	29.43	35.63	
(k)	Sub Total of (a) to (j)					Cost per Watch (8 hours) for every guard
(l)	Reliever Charges 1/6th of serial (k)	1. To be incorporated only when a reliever is provided on paid rest days 2. All mandatory deductions in respect of the reliever as applicable at serial (b), (c), (d), (e) and (g) to be deposited with concern Government Department.				
(m)	Total Cost per day	Sum of (k) and (l)				
(n)	Service Charge	1. 10% (fixed) for contracts under negotiation/ contracted from 13 May 2021 onwards on Ser 2(m) till migration to GeM				See Note 7 & 8
(o)	Sum Total	Sum of (m) and (n)				See Note 7 & 8
(p)	GST	As per prevailing rates				As Notified

**AREA-B**

Agra	(UA)	Indore	(UA)	Ranchi	(UA)
Ajmer	(UA)	Jabalpur	(UA)	Saharanpur	(M.Corp)
Aligarh	(UA)	Jaipur	(M.Corp)	Salem	(UA)
Allahabad	(UA)	Jalandhar	(UA)	Sangli	(UA)
Amravati	(M.Corp)	Jalandhar Cantt	(UA)	Shilong	
Amritsar	(UA)	Jammu	(UA)	Siliguri	(UA)
		Jamnagar	(UA)	Solapur	(M.Corp)
Asansol	(UA)	Jamshedpur	(UA)	Srinagar	(UA)
Aurangabad	(UA)	Jhansi	(UA)	Surat	(UA)
Bareilly	(UA)	Jodhpur	(UA)	Thiruvananthapuram	(UA)
Belgaum	(UA)	Kannur	(UA)	Thrissur	(UA)
Bhavnagar	(UA)	Kochi	(UA)	Tiruchirappalli	(UA)
Bhiwandi	(UA)	Kolhapur	(UA)	Tiruppur	(UA)
Bhopal	(UA)	Kollam	(UA)	Ujjain	(M.Corp)
Bhubaneshwar	(UA)	Kota	(M.Corp)	Vadodara	(UA)
Bikaner	(M.Corp)	Kozhikode	(UA)	Varanasi	(UA)
Bokaro Steel City	(UA)	Ludhiana	(M.Corp)	Vasai-Virar City	(M.Corp)
Chandigarh	(UA)	Madurai	(UA)	Vijaywada	(UA)
Coimbatore	(UA)	Malappuram	(UA)	Vishakhapatnam	(M.Corp)
Cuttack	(UA)	Malegaon	(UA)	Warangal	(UA)
Dehradun	(UA)	Mangalore	(UA)		
Dhanbad	(UA)	Meerut	(UA)		
Durgapur	(UA)	Moradabad	(M.Corp)		
Durg-Bhilai Nagar	(UA)	Mysore	(UA)		
Erode	(UA)	Nanded Waghala	(M.Corp)		
Firozabad		Nasik	(UA)		
Goa		Nellore	(UA)		
Gorakhpur	(UA)	Panchkula	(UA)		
Greater Vishakhapatnam	(M.Corp)	Patna	(UA)		
Gulbarga	(UA)	Port Blair	(UA)		
Guntur	(UA)	Puducherry	(UA)		
Guwahati	(UA)	Raipur	(UA)		
Gwalior	(UA)	Raurkela	(UA)		
Hubli-Dharwad	(M.Corp)	Rajkot	(UA)		

**AREA-C**

S No	Description	Percentage( To be read in conjunction with latest rules/ regulations and policies promulgated by Competent Government Authority)	Security Guards without arms(skilled)	Security Guard with arms (Highly skilled)	Supervisor (Highly skilled)	Remarks
(a)	Basic Wage(BW) plus Variable Dearness Allowance(VDA)		760	893	1010.80	1. Center or State whichever is higher is payable. 2. See Note 1 & 5
(b)	Employees State Insurance (ESI)/ Medical Allowance. Employees Compensation Act shall be applicable in areas/ personnel, not covered under ESI Act.	3.25% of Basic plus VDA	As applicable			See Note 2, 10 & 11
(c)	Employees Provident Fund (EPF)	12% of Basic plus VDA	As applicable			See Note 9, 10 & 11 or as notified from time to time
(d)	Employees Deposit linked Insurance (EDLI)	0.5% of Basic plus VDA	As applicable			
(e)	Administrative Charges(EPF & EDLI)	0.5% of Basic plus VDA	As applicable			
(f)	House Rent Allowance (HRA)	8% of Basic plus VDA or Rs 1800 (Whichever is higher)	60.80	71.44	80.86	See Note 3, 9, 10 & 11 or as notified from time to time Revision of HRA percentage to be incorporated as and when notified as per Govt Notification on the subject.
(g)	ESI/ Medical Allowance on HRA	3.25% of HRA	As applicable			See Note 2, 9, 10 & 11 or as notified from time to time
(h)	Annual Bonus	8.33% per month (Basic plus VDA)	As applicable			See Note 4, 9 & 10 or as notified from time to time
(i)	Uniform Outfit Allowance	5% of Basic plus VDA	38.00	44.65	50.54	
(j)	Uniform Washing Allowance	3% of Basic plus VDA	22.80	26.79	30.32	
(k)	Sub Total of (a) to (j)					Cost per Watch (8 hours) for every guard
(l)	Reliever Charges 1/6th of serial (k)	1. To be incorporated only when a reliever is provided on paid rest days 2. All mandatory deductions in respect of the reliever as applicable at serial (b), (c), (d), (e) and (g) to be deposited with concern Government Department.				
(m)	Total Cost per day	Sum of (k) and (l)				
(n)	Service Charge	1. 10% (fixed) for contracts under negotiation/ contracted from 13 May 2021 onwards on Ser 2(m) till migration to GeM				See Note 7 & 8
(o)	Sum Total	Sum of (m) and (n)				See Note 7 & 8
(p)	GST	As per prevailing rates				As Notified

**AREA –C: AREAS NOT COVERED IN AREA-A AND AREA-B**

**Notes:-**

1. Wherever the State Minimum Wages are higher than the wages notified herein, the higher wages shall stand protected and would be payable.
2. **ESI.** The employees employed in the Watch & Ward duties shall be covered under the Employees State Insurance Act 1948 as amended from time to time based on the Gazette Notifications by respective State Governments covering the areas under the ESI Act. Those areas or personnel, which/ who, are not covered under ESI, shall be covered under the Employees Compensation Act 1923 (as amended through EC (Amendment) Act 2017) as applicable.
3. **HRA.** The classification of the areas for the purpose of calculation of HRA is to be taken as per the classification of areas for **HRA promulgated by the Ministry of Finance, Govt. of India**. Any change / revision of HRA percentage to be incorporated as and when notified as per Govt Notification on the subject and shall be applicable from such date as notified.
4. **Bonus.** Bonus is mandatory as per Payment of Bonus Act 1965 (as amended vide payment of bonus Amendment Act 2015), concerned month's wage as fixed by DGR or State Govt or Rs. 7,000/- whichever is higher is payable to the security guard/supervisor w.e.f 01 April 2014. For calculation of applicability of Bonus on monthly basis the total Basic plus VDA as admissible to each individual including relievers shall be calculated based on number of days worked in the particular month on daily wage.
5. **Paid Rest Day.** The security guards are entitled to a paid rest day in every period of seven days. (Refer Section 13(b) of the 'Minimum Wages Act, 1948' and Rule 23 of the 'Wages (Central) Rules, 1950'). When a security guard is requisitioned by the Principal Employer to work for more than 48 hours in a week, he is entitled to wages on overtime rates for the additional period at double the ordinary rates in addition to the wages for the rest day. Daily minimum wage of this minimum wage notification of DGR as derived from Minimum Wage Notification of Chief Labour Commissioner File. No. 1/27(6)/2024-LS-II dated 25 September 2024, is inclusive of paid rest day.
6. **Number of Working Days.** As governed by the Contract Labour Act 1970 (as amended from time to time), a contract labour can work for maximum of 48 hours in a week and not more than eight hours in one day. Therefore, under DGR security agency scheme, an employee can work for eight hours each day for six days in a week with seventh day as paid rest day. Hence, in a month of 30 days an employee shall work for not more than 26 days while in a month of 31 days same employee can work for maximum of 27 days. In such case, leave relief shall be made for the balance four days in any month (30 / 31 days month) as applicable.
7. **Leave.** Payment for leave relief during the leave as mandated by Centre/ State Govts./ Principal Employer/ Service recipient will also be admissible by the Principal Employer/ Service Recipients.
8. **Additional Charges.** Additional charges will be levied in case of service being provided in Central/ State Government Notified remote/disturbed/hazardous areas as Field Allowance @ 25 percent of Basic Pay plus VDA will be entitled to ESM security guards when working in remote/ disturbed area such as Northern Eastern States, UT of J&K & Leh, LWE affected areas etc, or when working in areas hazardous to health such as Coal Fields Mines, Pipelines etc. The ESM Security Agency will be paid Service Charges including Additional Charges, if applicable.
9. The daily wages shall be the minimum wages below which the employees employed in the watch & ward duties shall not be paid. The security agencies shall acquaint themselves with the relevant statutory provisions and carry out the market survey before bidding/ quoting the rates of basic daily wage including the variable dearness allowance but the same will not be below the minimum wages as given above.
10. Wages are subject to amendments as and when promulgated by concerned authorities from time to time.
11. Para 2(b), (c), (f), (g), (h), (l) and (n) of this Notice shall be calculated by the security agencies and PSUs/service recipients, as per the governing statutory provisions, as applicable.
12. **Any welfare measures laid down by the Central / State Enactments shall be duly complied with by the security agencies and PSUs / Principal employers / service seekers.**