INDIA NON JUDICIAL
GOVERNMENT OF UTTAR PRADESH

MUTUAL CONSENT AGREEMENT

This Agreement is made on **29th May 2025** between:

Employer: **Digiquest Consultancy Services Pvt. Ltd** , located at **41-k kalepur Paidlegunj Near Hyundai Showroom Gorakhpur Uttar Pradesh India 273009 or , 0230-B , Bilandpur , civil lines - 2 Near DIG bunglow , Gorakhpur , Uttar Pradesh, India** here in after referred to as the "Employer"

AND

Employee: **Ms. Arpita Pandey**, working as Associate Software Developer, residing at **Gorakhnath Road Near Over Bridge** , hereafter referred to as the "Employee".

WHEREAS the Employee joined on **20th May 2024** and has been designated as Frontend Developer but also performed the following roles:
- UI/UX Designing using Figma
- Social Media Management (first 5 months)
- ReactJS-based Frontend Development

Both parties agree to the following terms:

1. Acknowledgement of Roles:
   The Employer acknowledges all the above roles officially.

2. Working Hours Flexibility:
   The Employee may report by 10:30 AM due to family responsibilities. The extra 30 minutes will be compensated from the lunch break.

3. Salary:
   The monthly salary initially provided was ₹12,486, which has recently been revised to ₹14,068 from the current month. This compensation covers responsibilities including frontend development, UI/UX design, and prior social media management. However, considering the scope and multi-disciplinary nature of the work being handled, the employer has agreed to initiate a salary review within 3 months from the date of this agreement to ensure fair alignment with prevailing industry standards and assigned duties.

4. Designation:

All documents shall reflect the title "Frontend Developer and UI/UX Designer".

5. Confirmation:

Confirmation delayed by 12 months. To be considered confirmed from the 3rd month per offer letter.

6. Salary Slips & PF:

Monthly salary slips to be provided. PF registration to be done under full role.

7. Workplace Fairness:

Employer assures equal opportunity under labor law provisions.

LEGAL VIOLATIONS & SALARY COMPARISON

Expected Market Salary Table (as per Naukri, AmbitionBox, Glassdoor):

Role	Expected Salary
React Frontend Developer	Rs. 20,000 - Rs. 25,000
UI/UX Designer (Figma)	Rs. 15,000 - Rs. 20,000
Social Media Manager (Junior)	Rs. 10,000 - Rs. 15,000
Combined Minimum Expected	Rs. 35,000 - Rs. 40,000

Current Salary Paid: Rs. 14,068/month

LEGAL VIOLATIONS SUSPECTED:

1. Breach of Offer Letter: Confirmation given after 12 months instead of 3.
2. PF Violation: Not deducted/registered under multi-role.
3. Non-Issue of Salary Slip: No documentation of monthly salary.
4. Gender Bias Possibility: Multiple roles assigned, no compensation.

REQUEST FOR ACTION:

We request that this agreement be signed mutually to protect the legal rights of the employee and avoid future conflict. If no action is taken, the employee reserves the right to report to the appropriate labor authorities and seek legal protection under Indian labor laws (Equal Remuneration Act, Payment of Wages Act, etc.).

Signed and Agreed:

Employer:
(Signature) _____
Name: _____
Designation: _____

Employee:
(Signature) _____
Name: Ms. Arpita Pandey

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LEGAL BASIS & COMPLIANCE REQUIREMENTS

1. Minimum Wages Act (Central + State Applicable):
In India, even for IT/software profiles, state or central minimum wages for skilled employees apply.

Current Salary Paid: ₹14,068/month → ~₹538/day
This is **below** the minimum daily wage of a skilled IT professional in many states.

Violation: Minimum wage shortfall under applicable law.

2. Equal Remuneration Act, 1976:
Despite handling 3 separate skilled profiles:
- React JS Frontend Developer
- UI/UX Designer (Figma)
- Social Media Manager (first 5 months)

If salary paid is equivalent to a single or unskilled role, especially if **male employees in similar roles** are paid more, this may qualify as **gender-based wage discrimination**.

3. Employees' Provident Fund and Miscellaneous Provisions Act, 1952:
PF must be calculated based on basic salary (not underreported amount).
If actual work value is ₹35,000/month and only ₹14,068 is declared, then:
- Employer is **underreporting salary**
- Employee's future benefits (PF amount, pension, gratuity) are **compromised**

Example Salary Structure (As Per Legal Norms for Skilled IT Roles):

Salary Component	Amount (₹)
Basic Salary	₹18,000
HRA	₹7,000
Other Allowances	₹5,000
Total Salary	**₹30,000**

PF Calculation:
- Employer + Employee: 12% each of Basic Salary
- 12% of ₹18,000 = ₹2,160/month contribution

Request:
I, Ms. Arpita Pandey, request that the company:

- Revise salary to reflect actual role & market standards
- Calculate PF based on proper declared salary
- Provide legal documentation (salary slips, confirmation, role update)
- Ensure compliance with Equal Remuneration & Minimum Wages Act

This document is intended to be mutually signed and legally acknowledged.

Signed:

_____
Ms. Arpita Pandey
Date: _____