



# RAJ CONSULTANCY

Labour, P.F. & Factories Act's Consultant

305, Milestone Complex, 3rd Floor, Zanzarda Chowkdi, Nr. Bank of Baroda, Junagadh - 362001  
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## Central Minimum Wages w.e.f 01-04-2022 to 30-09-2022

### AGRICULTURE

	Area A					Area B					Area C			
Category of Worker	Basic	DA	Total	Monthly		Basic	DA	Total	Monthly		Basic	DA	Total	Monthly
Unskilled	333	90	423	10998		303	82	385	10010		300	82	382	9932
Semi Skilled	364	97	461	11986		335	90	425	11050		307	82	389	10114
Skilled	395	107	502	13052		364	97	461	11986		334	90	424	11024
Highly Skilled	438	116	554	14404		407	109	516	13416		364	97	461	11986

### MINES

	FOR WORK ABOVE GROUND					FOR WORK BELOW GROUND			
Category of Worker	Basic	DA	Total	Monthly		Basic	DA	Total	Monthly
Unskilled	350	93	443	11518		437	116	553	14378
Semi Skilled	437	116	553	14378		523	140	663	17238
Skilled	523	140	663	17238		610	162	772	20072
Highly Skilled	610	162	772	20072		683	179	862	22412

### CONSTRUCTION OR MAINTANENCE OF ROADS OR RUNWAYS OR IN BUILDING OPERATIONS

	Area A					Area B					Area C			
Category of Worker	Basic	DA	Total	Monthly		Basic	DA	Total	Monthly		Basic	DA	Total	Monthly
Unskilled	523	140	663	17238		437	116	553	14378		350	93	443	11518
Semi Skilled	579	155	734	19084		494	131	625	16250		410	109	519	13494
Skilled	637	169	806	20956		579	155	734	19084		494	131	625	16250
Highly Skilled	693	183	876	22776		637	169	806	20956		579	155	734	19084

( GUJARAT )

AHMEDABAD

SURAT / BARODA / RAJKOT / JAMNAGAR /  
BHAVNAGAR

OTHER THAN ALL AREA

### LOADING AND UNLOADING

Area A

Area B

Area C



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## Central Minimum Wages w.e.f 01-04-2022 to 30-09-2022

Basic	DA	Total	Monthly	Basic	DA	Total	Monthly	Basic	DA	Total	Monthly
523	140	663	17238	437	116	553	14378	350	93	443	11518

## EMPLOYMENT OF SWEEPING AND CLEANING

Area A				Area B				Area C			
Basic	DA	Total	Monthly	Basic	DA	Total	Monthly	Basic	DA	Total	Monthly
523	140	663	17238	437	116	553	14378	350	93	443	11518

## WATCH AND WARD (WITHOUT ARMS)

Area A				Area B				Area C			
Basic	DA	Total	Monthly	Basic	DA	Total	Monthly	Basic	DA	Total	Monthly
637	169	806	20956	579	155	734	19084	494	131	625	16250

## WATCH AND WARD (WITH ARMS)

Area A				Area B				Area C			
Basic	DA	Total	Monthly	Basic	DA	Total	Monthly	Basic	DA	Total	Monthly
693	183	876	22776	637	169	806	20956	579	155	734	19084

( GUJARAT )

AHMEDABAD

SURAT / BARODA / RAJKOT / JAMNAGAR /  
BHAVNAGAR

OTHER THAN ALL AREA

For more Information Visis us at : [www.rajconjnd.com](http://www.rajconjnd.com)

File No.1/4(1)/2022-LS-II  
Government of India  
Ministry of Labour & Employment  
Office of the Chief Labour Commissioner(C)  
New Delhi

Dated: 31/03/2022

**ORDER**

In exercise of the powers conferred by Central Government vide Notification No. S.O. 186(E) dated **19<sup>th</sup> January, 2017** of the Ministry of Labour and Employment the undersigned hereby revises the rates of Variable Dearness Allowance for the employees employed in **Agriculture** w.e.f. 01.04.2022 on the basis of the average Consumer Price Index for Industrial workers for the preceding period of six months ending on 31/12/2021 reaching 124.18 from 119.86 as on 31.12.2021 (Base Year 2016-100) and thereby resulting in an increase of 4.32 points. The revised Variable Dearness Allowance as under shall be payable from 01.04.2022:-

Category of worker	Rates of V.D.A. Area wise per day (in Rupees)		
	'A'	'B'	'C'
Unskilled	90	82	82
Semi-Skilled/Unskilled Supervisory	97	90	82
Skilled/Clerical	107	97	90
Highly Skilled	116	109	97

Therefore, the minimum rates of wages including the basic rates and Variable Dearness Allowance payable w.e.f. 01.04.2022 to the employees working in Agriculture shall be as under:-

Category of worker	Rates of wages including V.D.A. Area wise per day (in Rupees)		
	A	B	C
Unskilled	333+90=423	303+82=385	300+82=382
Semi-Skilled/Unskilled Supervisory	364+97=461	335+90=425	307+82=389
Skilled/Clerical	395+107=502	364+97=461	334+90=424
Highly Skilled	438+116=554	407+109=516	364+97=461

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board.

The classification of workers under different categories will be same as in Part-I of the notification, whereas classification of cities will be same as in the Part-II of the notification dated 19<sup>th</sup> January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

(A.K.Samantaray)  
Chief Labour Commissioner(C)

31/03/2022



F.No.1/4(2)/2022-LS-II  
Government of India  
Ministry of Labour & Employment  
Office of the Chief Labour Commissioner(C)  
New Delhi

Dated: 31/3/2022

**ORDER**

In exercise of the powers conferred by Central Government vide Notification No. S.O.2413 (E) dated 28<sup>th</sup> July, 2017 (Previously S.O.187 (E) dated 19<sup>th</sup> January 2017) of the Ministry of Labour and Employment the undersigned hereby revises the rates of Variable Dearness Allowance on the basis of the average Consumer Price Index number for the preceding period of six month ending on 31.12.2021 reaching 124.18 from 119.86 as on 31.12.2021(Base Year 2016-100) and thereby resulting in an increase of 4.32 points. The revised Variable Dearness Allowance as under shall be payable from 01.04.2022:-

Rates of Variable Dearness Allowance for employees employed in employments in **Gypsum Mines, Barytes Mines, Bauxite Mines, Manganese Mines, China Clay Mines, Kyanite Mines, Copper Mines, Clay Mines, Magnesite Mines, White Clay Mines, Stone Mines, Steatite Mines (including the mines producing Soap Stones and Talc), Ochre Mines, Asbestos Mines, Fire Clay Mines, Chromite Mines, Quartzite Mines, Quartz Mines, Silica Mines, Graphite Mines, Felspar Mines, Laterite Mines, Dolomite Mines, Red Oxide Mines, Wolfram Mines Iron Ore Mines, Granite Mines Rock Phosphate Mines, Hematite Mines, Marble and Calcite Mines, Uranium Mines, Mica Mines, Lignite Mines, Gravel Mines, Slate Mines and Magnetite Mines.**

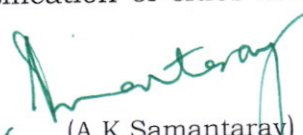
Category of worker	Rates of V.D.A. (in Rs.) per day	
	For work above ground	For work below ground
Unskilled	93	116
Semi-Skilled/Unskilled Supervisory	116	140
Skilled/ Clerical	140	162
Highly Skilled	162	179

Therefore the minimum rates of wages showing the basic rates and Variable Dearness Allowance Payable w.e.f. 01.04.2022 will be as under:-

Category of worker	Rates of wages including V.D.A. (in Rs.) per day	
	For work above ground	For work below ground
Unskilled	350+93=443	437+116=553
Semi-Skilled/Unskilled Supervisory	437+116=553	523+140=663
Skilled/ Clerical	523+140=663	610+162=772
Highly Skilled	610+162=772	683+179=862

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board.

The classification of workers under different categories will be same as in Part-I of the notification, whereas classification of cities will be same as in the Part-II of the notification dated 19<sup>th</sup> January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

  
(A.K. Samantaray)  
Chief Labour Commissioner(C)

31/03/2022



F.No.1/4(3)/2022-LS-II  
Government of India  
Ministry of Labour & Employment  
Office of the Chief Labour Commissioner(C)  
New Delhi

31/3/2022  
Dated: 31/3/2022

**ORDER**

In exercise of the powers conferred by Central Government vide Notification No. S.O. 188(E) dated 19<sup>th</sup> January, 2017 of the Ministry of Labour and Employment the undersigned hereby revises the rates of Variable Dearness Allowance on the basis of the average Consumer Price Index number for the preceding period of six month ending on 31.12.2021 reaching 124.18 from 119.86 as on 31.12.2021(Base Year 2016-100) and thereby resulting in an increase of 4.32 points. The revised Variable Dearness Allowance as under shall be payable from 01.04.2022:-

The rates of Variable Dearness Allowance for employees employed in **CONSTRUCTION OR MAINTENANCE OF ROADS OR RUNWAYS OR IN BUILDING OPERATIONS INCLUDING LAYING DOWN UNDERGROUND ELECTRIC, WIRELESS, RADIO, TELEVISION, TELEPHONE, TELEGRAPH AND OVERSEAS COMMUNICATION CABLES AND SIMILAR OTHER UNDERGROUND CABLING WORK, ELECTRIC LINES, WATER SUPPLY LINES AND SEWERAGE PIPE LINES.**


Category of worker	Rates of V.D.A. Area wise per day (in Rupees)		
	A	B	C
Unskilled	140	116	93
Semi-Skilled/Unskilled Supervisory	155	131	109
Skilled/Clerical	169	155	131
Highly Skilled	183	169	155

Therefore the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f. 01.04.2022 will be as under :-

Category of worker	Rates of wages including V.D.A. per day (in Rupees)		
	A Area	B Area	C Area
Unskilled	523+140=663	437+116=553	350+93=443
Semi-Skilled/Unskilled Supervisory	579+155=734	494+131=625	410+109=519
Skilled/ Clerical	637+169=806	579+155=734	494+131=625
Highly Skilled	693+183=876	637+169=806	579+155=734

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board.

The classification of workers under different categories will be same as in Part-I of the notification, whereas classification of cities will be same as in the Part-II of the notification dated 19<sup>th</sup> January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

  
(A.K. Samantaray)  
Chief Labour Commissioner(C)

31/03/2022

F.No.1/4(4)/2022-LS-II  
Government of India  
Ministry of Labour & Employment  
Office of the Chief Labour Commissioner(C)  
New Delhi

31/03/  
Dated: 4/2022

**ORDER**

In Exercise of the powers conferred by Central Government vide Notification No. S.O. 192(E), dated 19<sup>th</sup> January, 2017, of the Ministry of Labour & Employment the undersigned, hereby revises the rates of Variable Dearness Allowance on the basis of the average Consumer Price Index number for the preceding period of six month ending on 31.12.2021 reaching 124.18 from 119.86 as on 31.12.2021 (Base Year 2016-100) and thereby resulting in an increase of 4.32 points. The revised Variable Dearness Allowance as under shall be payable from 01.4.2022:-

**RATES OF V.D.A. FOR EMPLOYEES EMPLOYED IN LOADING AND UNLOADING IN (i) GOODS SHEDS, PARCEL OFFICES OF RAILWAYS, (ii) OTHER GOODS-SHEDS, GODOWNS, WAREHOUSES AND OTHER SIMILAR EMPLOYMENTS; (iii) DOCKS AND PORTS; AND (iv) PASSENGERS GOODS AND CARGO CARRIED OUT AT AIRPORTS (BOTH INTERNATIONAL AND DOMESTIC).**

Therefore, the minimum rates of wages including the basic rates and Variable Dearness Allowance payable w.e.f. 01.04.2022 to the employees shall be as under:-


AREA	RATES OF V.D.A. PER DAY (IN RS.)
'A'	140
'B'	116
'C'	93

Therefore the minimum rates of wages showing the basic rates and variable Dearness Allowance payable w.e.f. 01.04.2021 shall be as under:-

AREA	RATES OF WAGES PLUS V.D. A. PER DAY			
	Basic Wages (Rs.)		V.D.A. (Rs.)	Total (Rs.)
'A'	523	+	140	= 663
'B'	437	+	116	= 553
'C'	350	+	93	= 443

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board.

The classification of workers under different categories will be same as in Part-I of the notification, whereas classification of cities will be same as in the Part-II of the notification dated 19<sup>th</sup> January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

  
(A.K. Samantaray)  
Chief Labour Commissioner(C)  
31/03/2022



No.1/4(5)/2022-LS-II  
Government of India  
Ministry of Labour & Employment  
Office of the Chief Labour Commissioner(C)  
New Delhi

Dated: 31/03/2022

ORDER

In exercise of the powers conferred by the Central Government Vide Notification No. S.O.190(E) dated 19<sup>th</sup> January, 2017 of the Ministry of Labour & Employment, the undersigned, hereby revises the rates of Variable Dearness Allowance on the basis of the average Consumer Price Index number for the preceding period of six month ending on 31.12.2021 reaching 124.18 from 119.86 as on 31.12.2021 (Base Year 2016-100) and thereby resulting in an increase of 4.32 points. The revised Variable Dearness Allowance as under shall be payable from 01.04.2022:-

**RATES OF V.D.A.FOR EMPLOYEES EMPLOYED IN "Employment of Sweeping and Cleaning excluding activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993".**


AREA	RATES OF V.D.A. PER DAY (in Rs.)
A	140
B	116
C	93

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f 01.04.2022 shall be as under:-

AREA	RATES OF WAGES PLUS V.D.A PER DAY			
	Basic Wages (Rs.)		V.D.A (Rs.)	Total (Rs.)
A	523	+	140	= 663
B	437	+	116	= 553
C	350	+	93	= 443

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board.

The classification of workers under different categories will be same as in Part-I of the notification, whereas classification of cities will be same as in the Part-II of the notification dated 19<sup>th</sup> January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

  
(A.K.Samantaray)  
Chief Labour Commissioner(C)

31/03/2022

File No.1/4(6)/2022-LS-II  
Government of India  
Ministry of Labour & Employment  
Office of the Chief Labour Commissioner(C)  
New Delhi

31/03/22  
Dated: 31/03/2022

ORDER

In exercise of the powers conferred by the Central Government Vide Notification No.S.O.191 (E) dated 19<sup>th</sup> January, 2017 of the Ministry of Labour & Employment, the undersigned, hereby revises the rates of Variable Dearness Allowance on the basis of the average Consumer Price Index number for the preceding period of six month ending on 31.12.2021 reaching 124.18 from 119.86 as on 31.12.2021(Base Year 2016-100) and thereby resulting in an increase of 4.32 points. The revised Variable Dearness Allowance as under shall be payable from 01.04.2022:-

I. RATES OF V.D.A. for employees employed in **WATCH & WARD (without arms)** shall be as under:-

AREA	RATES OF V.D.A. PER DAY (in Rs.)
A	169
B	155
C	131

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f 01.04.2022 to employees employed in **WATCH AND WARD (without arms)** shall be as under:-

AREA	RATES OF WAGES PLUS V.D.A PER DAY			
	Basic Wages (Rs.)		V.D.A. (Rs.)	Total (Rs.)
A	637	+	169	= 806
B	579	+	155	= 734
C	494	+	131	= 625

II. RATES OF V.D.A. for employees employed in **WATCH AND WARD (with arms)** shall be as under:-

AREA	RATES OF V.D.A. PER DAY (in Rs.)
A	183
B	169
C	155

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f. 01.04.2022 to employees employed in **WATCH AND WARD (with arms)** shall be as under:-

AREA	RATES OF WAGES PLUS V.D.A PER DAY			
	Basic Wages (Rs.)		V.D.A. (Rs.)	Total (Rs.)
A	693	+	183	= 876
B	637	+	169	= 806
C	579	+	155	= 734

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board.

The classification of workers under different categories will be same as in Part-I of the notification, whereas classification of cities will be same as in the Part-II of the notification dated 19<sup>th</sup> January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

(A.K.Samantaray)  
Chief Labour Commissioner(C)

31/03/2022



File No.1/4(7)/2021 LS-II  
Government of India  
Ministry of Labour & Employment  
Office of the Chief Labour Commissioner(C)  
New Delhi

31/03/  
Dated: 14/2022

**ORDER**

In exercise of the powers conferred by the Central Government Vide Notification No.S.O.189(E) dated 19<sup>th</sup> January, 2017 of the Ministry of Labour & Employment, the undersigned, hereby revises the rates of Variable Dearness Allowance on the basis of the average Consumer Price Index number for the preceding period of six month ending on 31.12.2021 reaching 124.18 from 119.86 as on 31.12.2021 (Base Year 2016-100) and thereby resulting in an increase of 4.32 points. The revised Variable Dearness Allowance as under shall be payable from 01.04.2022:-

RATES OF V.D.A.FOR EMPLOYEES EMPLOYED IN “**STONE MINES**” shall be as under:-

Item of work	Rates of Variable Dearness Allowance as on 01-04-2022
1. Excavation & removal of over burden with 50 meters lead/ 1.5 metres lift. *	
(i) Soft Soil	Rs. 96
(ii) Soft Soil with rock	Rs. 141
(ii) Rock	Rs. 187
2. Removal and stacking of rejected stones with 50 metres lead/ 1.5 Metres lift. *	Rs. 76
3. Stone breaking or Stone Crushing for the Stone size of:-	
1.0 inch to 1.5 inches	Rs 565
Above 1.5 inches to 3.0 inches	Rs 483
Above 3.0 inches to 5.0 inches	Rs 286
Above 5.0 inches	Rs 236

Therefore, the minimum piece rate wages showing the basic and Variable Dearness Allowance payable w.e.f. 01.04.2022 to the employees employed in Stone Mines shall be as under:-

Category	Basic Wages	VDA	Total
1. Excavation & removal of over burden with 50 meters Lead/1.5 Meters lift. *			
(i) Soft Soil	Rs 351 +	Rs 96 =	Rs 447
(ii) Soft Soil with rock	Rs 531 +	Rs 141 =	Rs 672
(iii) Rock	Rs 703 +	Rs 187 =	Rs 890
2. Removal and stacking of rejected stones with 50 meters lead/ 1.5 meters lift. *	Rs 283 +	Rs 76 =	Rs 359
3. Stone Breaking or Stone Crushing for stone size of category **			
i) 1.0 inch to 1.5 inches	Rs.2171	565	2736
(ii) Above 1.5 inches to 3.0 inches	Rs.1857	483	2340
(iii) Above 3.0 inches to 5.0 inches	Rs.1088	286	1374
(iv) Above 5.0 inches	Rs.893	236	1129

The workers employed on minimum guaranteed time rate of wages per day shall be entitled to time rate of minimum wages plus special allowance, if any, for unskilled category of above ground workers revised from time to time by the Central Government in respect of scheduled employment in stone mines.

\* Per 2.831 cube meters (100 cubic feet)

\*\* Per truck load of 5.662 cubic meters (200 cubic feet)

(A.K.Samantaray)  
Chief Labour Commissioner(C)

3/03/2022



## CLASSIFICATION OF AREA

## AREA - "A"

Ahmedabad	(UA)	Hyderabad	(UA)	Faridabad complex	(M. Corpn)
Bangaluru	(UA)	Kanpur	(UA)	Ghaziabad	(UA)
Delhi	(UA)	Chennai	(UA)	Noida	
Greater Mumbai	(UA)	Nagpur	(UA)	Secunderabad	
Kolkata	(UA)	Lucknow	(UA)	Gurgaon	(M. Corpn)
Navi Mumbai	(UA)	Pune	(UA)		

## AREA - "B"

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

Note 1.-Area 'C' shall comprise all areas not mentioned in this list but to which the Minimum Wages Act, 1948 (11 of 1948) extends.

Note 2.- U.A. means Urban Agglomeration.