



# RAJ CONSULTANCY

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

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Central Minimum Wages File No. 1 / 7(1)/2024-LS-II Dt: 25/09/2024.

W.E.F. 01-10-2024 to 31-03-2025

## AGRICULTURE

	Area A					Area B					Area C			
Category of Worker	Basic	DA	Total	Monthly		Basic	DA	Total	Monthly		Basic	DA	Total	Monthly
Unskilled	333	167	500	13000		303	154	457	11882		300	152	452	11752
Semi Skilled	364	182	546	14196		335	167	502	13052		307	155	462	12012
Skilled	395	198	593	15418		364	182	546	14196		334	167	501	13026
Highly Skilled	438	218	656	17056		407	204	611	15886		364	182	546	14196

## MINES

	FOR WORK ABOVE GROUND					FOR WORK BELOW GROUND			
Category of Worker	Basic	DA	Total	Monthly		Basic	DA	Total	Monthly
Unskilled	350	176	526	13676		437	218	655	17030
Semi Skilled	437	218	655	17030		523	260	783	20358
Skilled	523	260	783	20358		610	302	912	23712
Highly Skilled	610	302	912	23712		683	337	1020	26520

## CONSTRUCTION OR MAINTATENENCE 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	260	783	20358		437	218	655	17030		350	176	526	13676
Semi Skilled	579	289	868	22568		494	245	739	19214		410	204	614	15964
Skilled	637	317	954	24804		579	289	868	22568		494	245	739	19214
Highly Skilled	693	342	1035	26910		637	317	954	24804		579	289	868	22568

( GUJARAT )

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BHAVNAGAR

OTHER THAN ALL AREA



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W.E.F. 01-10-2024 to 31-03-2025

## LOADING AND UNLOADING

Area A				Area B				Area C			
Basic	DA	Total	Monthly	Basic	DA	Total	Monthly	Basic	DA	Total	Monthly
523	260	783	20358	437	218	655	17030	350	176	526	13676

## EMPLOYMENT OF SWEEPING AND CLEANING

Area A				Area B				Area C			
Basic	DA	Total	Monthly	Basic	DA	Total	Monthly	Basic	DA	Total	Monthly
523	260	783	20358	437	218	655	17030	350	176	526	13676

## WATCH AND WARD (WITHOUT ARMS)

Area A				Area B				Area C			
Basic	DA	Total	Monthly	Basic	DA	Total	Monthly	Basic	DA	Total	Monthly
637	317	954	24804	579	289	868	22568	494	245	739	19214

## WATCH AND WARD (WITH ARMS)

Area A				Area B				Area C			
Basic	DA	Total	Monthly	Basic	DA	Total	Monthly	Basic	DA	Total	Monthly
693	342	1035	26910	637	317	954	24804	579	289	868	22568

( GUJARAT )

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OTHER THAN ALL AREA

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File No.1/27(1)/2024-LS-II  
Government of India  
Ministry of Labour & Employment  
Office of the Chief Labour Commissioner(C)  
New Delhi

Dated: 25/09/2024

**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 revise the rates of Variable Dearness Allowance for the employees employed in **Agriculture** w.e.f. **01.10.2024** on the basis of the average Consumer Price Index for Industrial workers reaching 402.09 from 399.70 as on 30.06.2024 (Base 2016=100) and thereby resulting in an increase of 2.40 points. The revised Variable Dearness Allowance as under shall be payable from 01.10.2024:-

Category of worker	Rates of V.D.A. Area wise per day (in Rupees)		
	'A'	'B'	'C'
Unskilled	167	154	152
Semi-Skilled/Unskilled Supervisory	182	167	155
Skilled/Clerical	198	182	167
Highly Skilled	218	204	182

Therefore, the minimum rates of wages including the basic rates and Variable Dearness Allowance payable w.e.f. 01.10.2024 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+167=500	303+154=457	300+152=452
Semi- Skilled/Unskilled Supervisory	364+182=546	335+167=502	307+155=462
Skilled/Clerical	395+198=593	364+182=546	334+167=501
Highly Skilled	438+218=656	407+204=611	364+182=546

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.



(Dr. Onkar Sharma)  
Chief Labour Commissioner(C)



F.No.1/27(2)/2024-LS-II  
Government of India  
Ministry of Labour & Employment  
Office of the Chief Labour Commissioner(C)  
New Delhi

Dated: 25/09/2024

**ORDER**

In exercise of the powers conferred by Central Government vide Notification No. S.O. 2413(E) dated **28<sup>th</sup> July, 2017** of the Ministry of Labour and Employment the undersigned hereby revise the rates of Variable Dearness Allowance on the basis of the average Consumer Price Index for Industrial workers reaching 402.09 from 399.70 as on 30.06.2024 (Base 2016=100) and thereby resulting in an increase of 2.40 points. The revised Variable Dearness Allowance as under shall be payable from 01.10.2024:-

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	176	218
Semi-Skilled/Unskilled	218	260
Supervisory		
Skilled/ Clerical	260	302
Highly Skilled	302	337

Therefore the minimum rates of wages showing the basic rates and Variable Dearness Allowance Payable w.e.f. 01.10.2024 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+176=526	437+218=655
Semi-Skilled/ Unskilled	437+218=655	523+260=783
Supervisory		
Skilled/ Clerical	523+260=783	610+302=912
Highly Skilled	610+302=912	683+337=1020

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.



(Dr. Onkar Sharma)  
Chief Labour Commissioner(C)

F.No.1/27(3)/2024-LS-II  
Government of India  
Ministry of Labour & Employment  
Office of the Chief Labour Commissioner(C)  
New Delhi

Dated: 25/09/2024

**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 revise the rates of Variable Dearness Allowance on the basis of the average Consumer Price Index for Industrial workers reaching 402.09 from 399.70 as on 30.06.2024 (Base 2016=100) and thereby resulting in an increase of 2.40 points. The revised Variable Dearness Allowance as under shall be payable from 01.10.2024;-

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	260	218	176
Semi-Skilled/Unskilled Supervisory	289	245	204
Skilled/Clerical	317	289	245
Highly Skilled	342	317	289

Therefore the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f. 01.10.2024 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+260=783	437+218=655	350+176=526
Semi-Skilled/Unskilled Supervisory	579+289=868	494+245=739	410+204=614
Skilled/ Clerical	637+317=954	579+289=868	494+245=739
Highly Skilled	693+342=1035	637+317=954	579+289=868

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.



(Dr. Onkar Sharma)  
Chief Labour Commissioner(C)



F.No.1/27(4)/2024-LS-II  
Government of India  
Ministry of Labour & Employment  
Office of the Chief Labour Commissioner(C)  
New Delhi

Dated: 25/09/2024

**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 and Employment the undersigned hereby revise the rates of Variable Dearness Allowance on the basis of the average Consumer Price Index for Industrial workers reaching 402.09 from 399.70 as on 30.06.2024 (Base 2016=100) and thereby resulting in an increase of 2.40 points. The revised Variable Dearness Allowance as under shall be payable from 01.10.2024:-

Rates of VDA for employees employed in loading and unloading in **(i) Goods sheds, Parcel Offices of Railways, (ii) Other Goods-Sheds, Go-downs, Warehouses and other similar employments ; (iii) Docks and Ports; and (iv) Passengers and 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. 01.10.2024 to the employees shall be as under:-

AREA	RATES OF V.D.A. PER DAY (IN RS.)
'A'	260
'B'	218
'C'	176

Therefore the minimum rates of wages showing the basic rates and variable Dearness Allowance payable w.e.f. 01.10.2024 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	+	260	= 783
'B'	437	+	218	= 655
'C'	350	+	176	= 526

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.



(Dr. Onkar Sharma)  
Chief Labour Commissioner(C)

No.1/27(5)/2024-LS-II  
Government of India  
Ministry of Labour & Employment  
Office of the Chief Labour Commissioner(C)  
New Delhi

Dated: 25/09/2024

**ORDER**

In exercise of the powers conferred by Central Government vide Notification No. S.O. 190(E) dated **19<sup>th</sup> January, 2017** of the Ministry of Labour and Employment the undersigned hereby revise the rates of Variable Dearness Allowance on the basis of the average Consumer Price Index for Industrial workers reaching 402.09 from 399.70 as on 30.06.2024 (Base 2016=100) and thereby resulting in an increase of 2.40 points. The revised Variable Dearness Allowance as under shall be payable from 01.10.2024;-

**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	260
B	218
C	176

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f 01.10.2024 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	+	260	= 783
B	437	+	218	= 655
C	350	+	176	= 526

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.

  
(Dr. Onkar Sharma)  
Chief Labour Commissioner(C)



File No.1/27(6)/2024-LS-II  
Government of India  
Ministry of Labour & Employment  
Office of the Chief Labour Commissioner(C)  
New Delhi

Dated: 25/09/2024

**ORDER**

In exercise of the powers conferred by Central Government vide Notification No. S.O. 191(E) dated **19<sup>th</sup> January, 2017** of the Ministry of Labour and Employment the undersigned hereby revise the rates of Variable Dearness Allowance on the basis of the average Consumer Price Index for Industrial workers reaching 402.09 from 399.70 as on 30.06.2024 (Base 2016=100) and thereby resulting in an increase of 2.40 points. The revised Variable Dearness Allowance as under shall be payable from 01.10.2024;-

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

AREA	RATES OF V.D.A. PER DAY (in Rs.)
A	317
B	289
C	245

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f 01.10.2024 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	+	317	= 954
B	579	+	289	= 868
C	494	+	245	= 739

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

AREA	RATES OF VDA PER DAY (in Rs.)
A	342
B	317
C	289

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f. 01.10.2024 to employees employed in **WATCH AND WARD (with arms)** shall be as under:-

AREA	RATES OF WAGES PLUS VDA PER DAY			
	Basic Wages (Rs.)		VDA. (Rs.)	Total (Rs.)
A	693	+	342	= 1035
B	637	+	317	= 954
C	579	+	289	= 868

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.

  
(Dr. Onkar Sharma)  
Chief Labour Commissioner(C)



File No.1/27/(7)2024 LS-II  
Government of India  
Ministry of Labour & Employment  
Office of the Chief Labour Commissioner(C)  
New Delhi

Dated: 25/09/2024

**ORDER**

In exercise of the powers conferred by Central Government vide Notification No. S.O. 189(E) dated **19<sup>th</sup> January, 2017** of the Ministry of Labour and Employment the undersigned hereby revise the rates of Variable Dearness Allowance on the basis of the average Consumer Price Index for Industrial workers reaching 402.09 from 399.70 as on 30.06.2024 (Base 2016=100) and thereby resulting in an increase of 2.40 points. The revised Variable Dearness Allowance as under shall be payable from 01.10.2024;-

Rates of VDA for employees employed in **"STONE MINES"** shall be as under:-

Item of work	Rates of Variable Dearness Allowance as on 01.10.2024
1. Excavation & removal of over burden with 50 meters lead/ 1.5 meters lift. *	
(i) Soft Soil	Rs.179
(ii) Soft Soil with rock	Rs.264
(ii) Rock	Rs.350
2. Removal and stacking of rejected stones with 50 metres lead/ 1.5 Metres lift. *	Rs.143
3. Stone breaking or Stone Crushing for the Stone size of:-	
1.0 inch to 1.5 inches	Rs.1061
Above 1.5 inches to 3.0 inches	Rs.907
Above 3.0 inches to 5.0 inches	Rs.535
Above 5.0 inches	Rs.441

Therefore, the minimum piece rate wages showing the basic and Variable Dearness Allowance payable w.e.f. 01.10.2024 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.179	= Rs. 530
(ii) Soft Soil with rock	Rs.531	+ Rs.264	= Rs. 795
(iii) Rock	Rs.703	+ Rs.350	= Rs.1053
2. Removal and stacking of rejected stones with 50 meters lead/ 1.5 meters lift. *	Rs. 283	+ Rs.143	= Rs.426

3. Stone Breaking or Stone Crushing for stone size of category \*\*

	Basic Wages	VDA	Total
(i) 1.0 inch to 1.5 inches	Rs.2171	+ Rs1061	= Rs.3232
(ii) Above 1.5 inches to 3.0 inches	Rs.1857	+ Rs.907	= Rs.2764
(iii) Above 3.0 inches to 5.0 inches	Rs.1088	+ Rs.535	= Rs.1623
(iv) Above 5.0 inches	Rs.893	+ Rs.441	= Rs.1334

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)

*Onkar Sharma*

(Dr. Onkar Sharma)  
Chief Labour Commissioner(C)