

File No.1/6(1)/2025-LS-II
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated: 30/03/2026

ORDER

In exercise of the powers conferred by Central Government vide Notification No. S.O. 186(E) dated 19th 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. **01.04.2026** on the basis of the average Consumer Price Index for Industrial workers reaching 424.80 from 413.52 as on 31.12.2025 (Base 2016=100) and thereby resulting in an increase of 11.28 points. The revised Variable Dearness Allowance as under shall be payable from 01.04.2026:-

Category of worker	Rates of V.D.A. Area wise per day (in Rupees)		
	'A'	'B'	'C'
Unskilled	195	180	178
Semi-Skilled/Unskilled Supervisory	214	195	181
Skilled/Clerical	232	214	195
Highly Skilled	256	238	214

Therefore, the minimum rates of wages including the basic rates and Variable Dearness Allowance payable w.e.f. 01.04.2026 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+195=528	303+180=483	300+178=478
Semi- Skilled/Unskilled Supervisory	364+214=578	335+195=530	307+181=488
Skilled/Clerical	395+232=627	364+214=578	334+195=529
Highly Skilled	438+256=694	407+238=645	364+214=578

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 19th January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

The instant notification is being issued in pursuance of sub-section (2) of Section 69 of the Code on Wages, 2019 (29 of 2019) and shall remain in force till the corresponding order is issued in pursuance of sub-section (2) of section 7 of the said Code



(Sonal Mishra)

Chief Labour Commissioner(C)

F.No.1/6(2)/2025-LS-II
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated: 30/03/2026

ORDER

In exercise of the powers conferred by Central Government vide Notification No. S.O. 187(E) dated 19.01.2017 and subsequent amendment notification No. S.O. 2413(E) dated 28th July, 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 for Industrial workers reaching 424.80 from 413.52 as on 31.12.2025 (Base 2016=100) and thereby resulting in an increase of 11.28 points. The revised Variable Dearness Allowance as under shall be payable from 01.04.2026; -

The 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	206	256
Semi-Skilled/Unskilled Supervisory	256	304
Skilled/ Clerical	304	354
Highly Skilled	354	395

Therefore the minimum rates of wages showing the basic rates and Variable Dearness Allowance Payable w.e.f. 01.04.2026 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+206=556	437+256=693
Semi-Skilled/ Unskilled Supervisory	437+256=693	523+304=827
Skilled/ Clerical	523+304=827	610+354=964
Highly Skilled	610+354=964	683+395=1078

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 19th January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

The instant notification is being issued in pursuance of sub-section (2) of Section 69 of the Code on Wages, 2019 (29 of 2019) and shall remain in force till the corresponding order is issued in pursuance of sub-section (2) of section 7 of the said Code.



(Sonal Mishra)
Chief Labour Commissioner(C)

F.No.1/6(3)/2025-LS-II
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated: 30/03/2026

ORDER

In exercise of the powers conferred by Central Government vide Notification No. S.O. 188(E) dated 19th 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 for Industrial workers reaching 424.80 from 413.52 as on 31.12.2025 (Base 2016=100) and thereby resulting in an increase of 11.28 points. The revised Variable Dearness Allowance as under shall be payable from 01.04.2026:-

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	304	256	206
Semi-Skilled/Unskilled Supervisory	339	287	240
Skilled/Clerical	371	339	287
Highly Skilled	401	371	339

Therefore the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f. 01.04.2026 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+304=827	437+256=693	350+206=556
Semi-Skilled/Unskilled Supervisory	579+339=918	494+287=781	410+240=650
Skilled/ Clerical	637+371=1008	579+339=918	494+287=781
Highly Skilled	693+401=1094	637+371=1008	579+339=918

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 19th January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

The instant notification is being issued in pursuance of sub-section (2) of Section 69 of the Code on Wages, 2019 (29 of 2019) and shall remain in force till the corresponding order is issued in pursuance of sub-section (2) of section 7 of the said Code.



(Sonal Mishra)

Chief Labour Commissioner(C)

F.No.1/6(4)/2025-LS-II
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated: 30/03/2026

ORDER

In exercise of the powers conferred by Central Government vide Notification No. S.O. 192(E) dated **19th 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 for Industrial workers reaching 424.80 from 413.52 as on 31.12.2025 (Base 2016=100) and thereby resulting in an increase of 11.28 points. The revised Variable Dearness Allowance as under shall be payable from 01.04.2026;-

The rates of Variable Dearness Allowance 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. 01.04.2026 to the employees shall be as under:-

AREA	RATES OF V.D.A. PER DAY (IN RS.)
'A'	304
'B'	256
'C'	206

Therefore the minimum rates of wages showing the basic rates and variable Dearness Allowance payable w.e.f. 01.4.2026 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	+	304	= 827
'B'	437	+	256	= 693
'C'	350	+	206	= 556

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 19th January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

The instant notification is being issued in pursuance of sub-section (2) of Section 69 of the Code on Wages, 2019 (29 of 2019) and shall remain in force till the corresponding order is issued in pursuance of sub-section (2) of section 7 of the said Code.



(Sonal Mishra)
Chief Labour Commissioner(C)

File. No.1/6(5)/2025-LS-II
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated: 30/03/2026

ORDER

In exercise of the powers conferred by Central Government vide Notification No. S.O. 190(E) dated 19th 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 for Industrial workers reaching 424.80 from 413.52 as on 31.12.2025 (Base 2016=100) and thereby resulting in an increase of 11.28 points. The revised Variable Dearness Allowance as under shall be payable from 01.04.2026:-

The rates of Variable Dearness Allowance 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	304
B	256
C	206

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f 01.4.2026 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	+	304	=	827
B	437	+	256	=	693
C	350	+	206	=	556

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 19th January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

The instant notification is being issued in pursuance of sub-section (2) of Section 69 of the Code on Wages, 2019 (29 of 2019) and shall remain in force till the corresponding order is issued in pursuance of sub-section (2) of section 7 of the said Code.



(Sonal Mishra)
Chief Labour Commissioner(C)

File No.1/6(6)/2025-LS-II
Government of India
Ministry of Labour & Employment
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New Delhi

Dated: 30/03/2026

ORDER

In exercise of the powers conferred by Central Government vide Notification No. S.O. 191(E) dated 19th 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 for Industrial workers reaching 424.80 from 413.52 as on 31.12.2025 (Base 2016=100) and thereby resulting in an increase of 11.28 points. The revised Variable Dearness Allowance as under shall be payable from 01.04.2026:-

I. The rates of Variable Dearness Allowance for employees employed in **WATCH & WARD (without arms)** shall be as under:-

AREA	RATES OF V.D.A. PER DAY (in Rs.)
A	371
B	339
C	287

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f 01.04.2026 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	+	371	= 1008
B	579	+	339	= 918
C	494	+	287	= 781

II. The rates of Variable Dearness Allowance for employees employed in **WATCH AND WARD (with arms)** shall be as under:-

AREA	RATES OF VDA PER DAY (in Rs.)
A	401
B	371
C	339

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f. 01.04.2026 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	+	401	= 1094
B	637	+	371	= 1008
C	579	+	339	= 918

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 19th January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

The instant notification is being issued in pursuance of sub-section (2) of Section 69 of the Code on Wages, 2019 (29 of 2019) and shall remain in force till the corresponding order is issued in pursuance of sub-section (2) of section 7 of the said Code.


(Sonal Mishra)
Chief Labour Commissioner(C)

File No.1/6(7)2025 LS-II
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated: 30/03/2026

ORDER

In exercise of the powers conferred by Central Government vide Notification No. S.O. 189(E) dated 19th 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 for Industrial workers reaching 424.80 from 413.52 as on 31.12.2025 (Base 2016=100) and thereby resulting in an increase of 11.28 points. The revised Variable Dearness Allowance as under shall be payable from 01.04.2026;-

The rates of Variable Dearness Allowance for employees employed in "STONE MINES" shall be as under:-

Item of work	Rates of Variable Dearness Allowance as on 01.04.2026
1. Excavation & removal of over burden with 50 meters lead/ 1.5 meters lift. *	
(i) Soft Soil .	Rs.209
(ii) Soft Soil with rock	Rs.310
(ii) Rock	Rs.410
2. Removal and stacking of rejected stones with 50 metres lead/ 1.5 Metres lift. *	Rs.167
3. Stone breaking or Stone Crushing for the Stone size of:-	
1.0 inch to 1.5 inches	Rs.1243
Above 1.5 inches to 3.0 inches	Rs.1063
Above 3.0 inches to 5.0 inches	Rs.627
Above 5.0 inches	Rs.517

Therefore, the minimum piece rate wages showing the basic and Variable Dearness Allowance payable w.e.f. 01.04.2026 to the employees employed in Stone Mines shall be as under:-

Category	Basic wages	VDA	Total
1. Excavation & removal of overburden with 50 meters Lead/1.5 Meters lift. *			
(i) Soft Soil	Rs.351	+ Rs.209	= Rs. 560
(ii) Soft Soil with rock	Rs.531	+ Rs.310	= Rs. 841
(iii) Rock	Rs.703	+ Rs.410	= Rs.1113
2. Removal and stacking of rejected stones with 50 meters lead/ 1.5 meters lift. *	Rs. 283	+ Rs.167	= Rs.450

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	+ Rs.1243	= Rs.3414
(ii) Above 1.5 inches to 3.0 inches	Rs.1857	+ Rs.1063	= Rs.2920
(iii) Above 3.0 inches to 5.0 inches	Rs.1088	+ Rs.627	= Rs.1715
(iv) Above 5.0 inches	Rs.893	+ Rs.517	= Rs.1410

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)

The instant notification is being issued in pursuance of sub-section (2) of Section 69 of the Code on Wages, 2019 (29 of 2019) and shall remain in force till the corresponding order is issued in pursuance of sub-section (2) of section 7 of the said Code.


(Sonal Mishra)
Chief Labour Commissioner(C)

ANNEXURE

CLASSIFICATION OF AREAS

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)	NandedWaghala	(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.