

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 106
TO BE ANSWERED ON 29.01.2026**

VARIATION IN MINIMUM WAGES

106. SHRI BIKASH RANJAN BHATTACHARYYA:

Will the Minister of Labour and Employment be pleased to state:

- (a) the details of reasons for variation in minimum wages across States;**
- (b) the details of minimum wages since 2020, State-wise and year-wise; and**
- (c) the increase in Variable Dearness Allowance (VDA) on basic rates of minimum wages since 2020, State-wise?**

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SUSHRI SHOBHA KARANDLAJE)**

(a) to (c): The minimum wage rates are determined and revised according to the specific needs and economic conditions of each region, which results in variations across different States and sectors.

However, such data of State-wise minimum rate of wages is not maintained centrally.

Further, in order to take care of the rising prices, the Central Government revises the Variable Dearness Allowance (V.D.A) on basic rates of minimum wages every six months, effective from 1st April and 1st October of every year based on Consumer Price Index for Industrial workers. Latest V.D.A. in the central sphere as applicable from 01.10.2025 is at Annexure.

The provisions of the Minimum Wages Act, 1948 have been rationalized and subsumed under the Code on Wages 2019, which have been made effective from 21.11.2025 with the aim to universalize the applicability of Minimum Wages across all employments.

The Code on Wages, 2019 empowers both Central and State Governments as appropriate governments to fix, review and revise the minimum rates of wages for the establishments falling under their respective jurisdiction.

The Code on Wages, 2019 makes the floor wage as a statutory provision. Section 9 of the Code on Wages, 2019 provides for fixing of floor wage by the Central Government. Further, the Code stipulates that the minimum rates of wages fixed by the appropriate Governments shall not be less than the floor wage.

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ANNEXURE

Annexure referred to in reply of Rajya Sabha Unstarred Question No. 106 for 29/01/2026 regarding “Variation in minimum wages” raised by Shri Bikash Ranjan Bhattacharyya.

Area wise Rates of Minimum Wages in the Central Sphere (as on 01.10.2025)

Sr. No.	Scheduled Employment	Category of Workers	Rates of Wages including V.D.A per day (in Rs.)		
			Area A	Area B	Area C
1.	Agriculture	Unskilled	514	470	465
		Semi-skilled/ Unskilled Supervisory	562	516	475
		Skilled/ Clerical	610	562	515
		Highly-skilled	675	628	562
2.	Sweeping and Cleaning +	Unskilled	805	674	541
3.	Watch and Ward	Without Arms (Upgraded to skilled with training)	981	893	760
		With Arms (Upgraded to highly skilled for supervision)	1065	981	893
4.	Loading & Unloading #	Unskilled	805	674	541
5.	Construction ^	Unskilled	805	674	541
		Semi-skilled/Unskilled Supervisory	893	760	632
		Skilled/Clerical	981	893	760
		Highly-skilled	1065	981	893
6.	Workers engaged in Stone Mines for Stone Breaking and Stone Crushing	1.Excavation & removal of over burden with 50 meters lead/1.5 meters lift:*			
		(a) Soft Soil	545		
		(b) Soft Soil with Rock	818		
		(c) Rock	1083		
		2. Removal and Staking of rejected stones with 50 metres lead/ 1.5metres lift *		438	
		3. Stone breaking or Stone Crushing for the stone size of category**			
		(a) 1.0 inch to 1.5 inches	3323		
		(b) Above 1.5 Inches to 3.0 Inches	2842		
		(c) Above 3.0 Inches to 5 Inches	1669		
		(d) Above 5.0 Inches	1372		
7.	Non-coal Mines \$			Above Ground {Rates of Wages including V.D.A per day (in Rs.)}	Below Ground {Rates of Wages including V.D.A per day (in Rs.)}

		including V.D.A per day (in Rs.)}	
Unskilled	541	674	
Semi-skilled/Unskilled	674	805	
Supervisory			
Skilled/Clerical	805	938	
Highly-skilled	938	1048	

* Per 2.831 cubic meters or 100 cubic feet

** Per truck load of 5.662 cubic meters or 200 cubic feet

+ Employees engaged in the employment of Sweeping and Cleaning excluding Activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993.

Employees engaged in the employment of 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).

^ Employees engaged in the employment of 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.

\$ Employees engaged in the employment of 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 and Magnetite Mines.

(Contd/-)

Classification of Area

AREA – “A”					
Ahmedabad	(UA)	Hyderabad	(UA)	Faridabad complex	
Bengaluru	(UA)	Kanpur	(UA)	Ghaziabad	
Kolkata	(UA)	Lucknow	(UA)	Gurgaon	
Delhi	(UA)	Chennai	(UA)	Noida	
Greater Mumbai	(UA)	Nagpur	(UA)	Secunderabad	
Navi Mumbai		Pune	(UA)		
AREA – “B”					
Agra	(UA)	Gwalior	(UA)	Port Blair	(UA)
Ajmer	(UA)	Hubli-Dharwad	(M. Corp)	Puducherry	(UA)
Aligarh	(UA)	Indore	(UA)	Raipur	(UA)
Allahabad	(UA)	Jabalpur	(UA)	Raurkela	(UA)
Amravati	(M.Corp)	Jaipur	(M.Corp)	Rajkot	(UA)
Amritsar	(UA)	Jalandhar	(UA)	Ranchi	(UA)
Asansol	(UA)	Jalandhar-Cantt.	(UA)	Saharanpur	(M.Corp)
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.Corp)
Bhopal	(UA)	Kannur	(UA)	Srinagar	(UA)
Bhubaneshwar	(UA)	Kochi	(UA)	Surat	(UA)
Bikaner	(M.Corp)	Kolhapur	(UA)	Thiruvananthapuram	(UA)
Bokaro Steel City	(UA)	Kollam	(UA)	Thrissur	(UA)
Chandigarh	(UA)	Kota	(M.Corp)	Tiruchirappalli	(UA)
Coimbatore	(UA)	Kozhikode	(UA)	Tiruppur	(UA)
Cuttack	(UA)	Ludhiana	(M.Corp)	Ujjain	(M.Corp)
Dehradun	(UA)	Madurai	(UA)	Vadodara	(UA)
Dhanbad	(UA)	Malappuram	(UA)	Varanasi	(UA)
Durgapur	(UA)	Malegaon	(UA)	Vasai- Virar City	(M.Corp)
Durg-Bhilai Nagar	(UA)	Mangalore	(UA)	Vijayawada	(UA)
Erode	(UA)	Meerut	(UA)	Vishakhapatnam	(M.Corp)
Firozabad		Moradabad	(M. Corp)	Warangal	(UA)
Goa		Mysore	(UA)	Gorakhpur	(UA)
Nanded Waghala	(M. Corp)	Greater Visakhapatnam	(M.Corp)	Nasik	(UA)
Gulbarga	(UA)	Nellore	(UA)	Guntur	(UA)
Panchkula	(UA)	Guwahati	(UA)	Patna	(UA)

Area ‘C’ will comprise all areas not mentioned in this list.

NB: U.A. stands for Urban Agglomeration.