

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 1387
TO BE ANSWERED ON 09.02.2026**

WAGE RATE OF WOMEN LABOURERS

1387. SMT. JUNE MALIAH:

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) the details of per day wage rate of women agriculture labourers in 2025;**
- (b) the details of per day wage rate for women non-agriculture labourers in 2025; and**
- (c) the details of the ratio of female to male average wage/salary earnings received among regular wage/salaried employees in 2025?**

ANSWER

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

(a) to (c): The provisions of the Minimum Wages Act, 1948 have been rationalized and subsumed under the Code on Wages 2019, which has been made effective from 21.11.2025. The Code on Wages, 2019 empowers both Central and State Government as appropriate government to fix, review and revise minimum rates of wages for the establishments falling under their respective jurisdiction. As per Code on Wages, 2019, wages are equal for men and women.

Area wise Rates of Minimum Wages in the Central Sphere (as on 01.10.2025) is at Annexure.

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Annexure referred to in reply to part (a) to (c) of Lok Sabha Unstarred Question No. 1387 for 09/02/2026 regarding “Wage rate of women labourers” raised by Smt. June Maliah.

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	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 Supervisory	674	805
		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. 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)
Bhubaneshwar	(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)
Area ‘C’ will comprise all areas not mentioned in this list.					
NB: U.A. stands for Urban Agglomeration.					
