

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

Dated: 25/09/2025

**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. 01.10.2025 on the basis of the average Consumer Price Index for Industrial workers reaching 413.42 from 402.09 as on 31.12.2024 (Base 2016=100) and thereby resulting in an increase of 11.33 points. The revised Variable Dearness Allowance as under shall be payable from 01.10.2025:-

| Category of worker                 | Rates of V.D.A. Area wise per day<br>(in Rupees) |     |     |
|------------------------------------|--------------------------------------------------|-----|-----|
|                                    | 'A'                                              | 'B' | 'C' |
| Unskilled                          | 181                                              | 167 | 165 |
| Semi-Skilled/Unskilled Supervisory | 198                                              | 181 | 168 |
| Skilled/Clerical                   | 215                                              | 198 | 181 |
| Highly Skilled                     | 237                                              | 221 | 198 |

Therefore, the minimum rates of wages including the basic rates and Variable Dearness Allowance payable w.e.f. 01.10.2025 to the employees working in Agriculture shall be as under:-

| Category of worker                  | Rates of wages including V.D.A. Area wise per day<br>(in Rupees) |             |             |
|-------------------------------------|------------------------------------------------------------------|-------------|-------------|
|                                     | A                                                                | B           | C           |
| Unskilled                           | 333+181=514                                                      | 303+167=470 | 300+165=465 |
| Semi- Skilled/Unskilled Supervisory | 364+198=562                                                      | 335+181=516 | 307+168=475 |
| Skilled/Clerical                    | 395+215=610                                                      | 364+198=562 | 334+181=515 |
| Highly Skilled                      | 438+237=675                                                      | 407+221=628 | 364+198=562 |

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.

(Ashutosh A.T Pednekar)  
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: 25/09/2025

**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 413.42 from 402.09 as on 31.12.2024 (Base 2016=100) and thereby resulting in an increase of 11.33 points. The revised Variable Dearness Allowance as under shall be payable from 01.10.2025;-

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.**

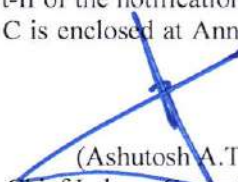
| Category of worker                 | Rates of V.D.A. (in Rs.) per day |                       |
|------------------------------------|----------------------------------|-----------------------|
|                                    | For work above ground            | For work below ground |
| Unskilled                          | 191                              | 237                   |
| Semi-Skilled/Unskilled Supervisory | 237                              | 282                   |
| Skilled/ Clerical                  | 282                              | 328                   |
| Highly Skilled                     | 328                              | 366                   |

Therefore the minimum rates of wages showing the basic rates and Variable Dearness Allowance Payable w.e.f. 01.10.2025 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+191=541                                      | 437+237=674           |
| Semi-Skilled/ Unskilled Supervisory | 437+237=674                                      | 523+282=805           |
| Skilled/ Clerical                   | 523+282=805                                      | 610+328=938           |
| Highly Skilled                      | 610+328=938                                      | 683+366=1049          |

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.

  
(Ashutosh A.T Pednekar)  
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: 25/09/2025

**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 413.42 from 402.09 as on 31.12.2024 (Base 2016=100) and thereby resulting in an increase of 11.33 points. The revised Variable Dearness Allowance as under shall be payable from 01.10.2025:-

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.**

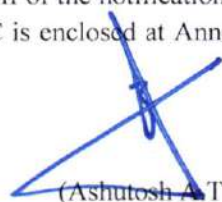
| Category of worker                 | Rates of V.D.A. Area wise per day<br>(in Rupees) |     |     |
|------------------------------------|--------------------------------------------------|-----|-----|
|                                    | A                                                | B   | C   |
| Unskilled                          | 282                                              | 237 | 191 |
| Semi-Skilled/Unskilled Supervisory | 314                                              | 266 | 222 |
| Skilled/Clerical                   | 344                                              | 314 | 266 |
| Highly Skilled                     | 372                                              | 344 | 314 |

Therefore the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f. 01.10.2025 will be as under :-

| Category of worker                 | Rates of wages including V.D.A. per day<br>(in Rupees) |             |             |
|------------------------------------|--------------------------------------------------------|-------------|-------------|
|                                    | A Area                                                 | B Area      | C Area      |
| Unskilled                          | 523+282=805                                            | 437+237=674 | 350+191=541 |
| Semi-Skilled/Unskilled Supervisory | 579+314=893                                            | 494+266=760 | 410+222=632 |
| Skilled/ Clerical                  | 637+344=981                                            | 579+314=893 | 494+266=760 |
| Highly Skilled                     | 693+372=1065                                           | 637+344=981 | 579+314=893 |

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.

  
(Ashutosh A. T. Pednekar)  
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: 25/09/2025

**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 413.42 from 402.09 as on 31.12.2024 (Base 2016=100) and thereby resulting in an increase of 11.33 points. The revised Variable Dearness Allowance as under shall be payable from 01.10.2025:-

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. 01.10.2025 to the employees shall be as under:-

| AREA | RATES OF V.D.A. PER DAY (IN RS.) |
|------|----------------------------------|
| 'A'  | 282                              |
| 'B'  | 237                              |
| 'C'  | 191                              |

Therefore the minimum rates of wages showing the basic rates and variable Dearness Allowance payable w.e.f. 01.10.2025 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                                 | + | 282          | = | 805         |
| 'B'  | 437                                 | + | 237          | = | 674         |
| 'C'  | 350                                 | + | 191          | = | 541         |

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.

  
(Ashutosh A. S. Pednekar)  
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: 25/09/2025

**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 413.42 from 402.09 as on 31.12.2024 (Base 2016=100) and thereby resulting in an increase of 11.33 points. The revised Variable Dearness Allowance as under shall be payable from 01.10.2025:-

**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".**

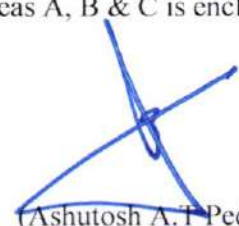
| AREA | RATES OF V.D.A. PER DAY (in Rs.) |
|------|----------------------------------|
| A    | 282                              |
| B    | 237                              |
| C    | 191                              |

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f 01.10.2025 shall be as under:-

| AREA | RATES OF WAGES PLUS V.D.A PER DAY |   |                |                |
|------|-----------------------------------|---|----------------|----------------|
|      | Basic Wages<br>(Rs.)              |   | V.D.A<br>(Rs.) | Total<br>(Rs.) |
| A    | 523                               | + | 282            | = 805          |
| B    | 437                               | + | 237            | = 674          |
| C    | 350                               | + | 191            | = 541          |

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.

  
(Ashutosh A. T. Pednekar)  
Chief Labour Commissioner(C)

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

Dated: 26/09/2025

**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 413.42 from 402.09 as on 31.12.2024 (Base 2016=100) and thereby resulting in an increase of 11.33 points. The revised Variable Dearness Allowance as under shall be payable from 01.10.2025:-

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    | 344                              |
| B    | 314                              |
| C    | 266                              |

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f 01.10.2025 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                               | + | 344          | = 981       |
| B    | 579                               | + | 314          | = 893       |
| C    | 494                               | + | 266          | = 760       |

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

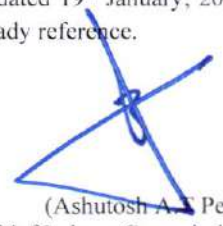
| AREA | RATES OF VDA PER DAY (in Rs.) |
|------|-------------------------------|
| A    | 372                           |
| B    | 344                           |
| C    | 314                           |

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f. 01.10.2025 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                             | + | 372        | = 1065      |
| B    | 637                             | + | 344        | = 981       |
| C    | 579                             | + | 314        | = 893       |

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.

  
(Ashutosh A. Pednekar)  
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: 25/09/2025

**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 413.42 from 402.09 as on 31.12.2024 (Base 2016=100) and thereby resulting in an increase of 11.33 points. The revised Variable Dearness Allowance as under shall be payable from 01.10.2025:-

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

| Item of work                                                                                | Rates of Variable Dearness Allowance<br>as on 01.10.2025 |
|---------------------------------------------------------------------------------------------|----------------------------------------------------------|
| 1. Excavation & removal<br>of over burden with<br>50 meters lead/ 1.5<br>meters lift. *     |                                                          |
| (i) Soft Soil                                                                               | Rs.194                                                   |
| (ii) Soft Soil with rock                                                                    | Rs.287                                                   |
| (ii) Rock                                                                                   | Rs.380                                                   |
| 2. Removal and stacking<br>of rejected stones with<br>50 metres lead/ 1.5<br>Metres lift. * | Rs.155                                                   |
| 3. Stone breaking or Stone<br>Crushing for the Stone size of:-                              |                                                          |
| 1.0 inch to 1.5 inches                                                                      | Rs.1152                                                  |
| Above 1.5 inches to 3.0 inches                                                              | Rs.985                                                   |
| Above 3.0 inches to 5.0 inches                                                              | Rs.581                                                   |
| Above 5.0 inches                                                                            | Rs.479                                                   |

Therefore, the minimum piece rate wages showing the basic and Variable Dearness Allowance payable w.e.f. 01.10.2025 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.194 | = Rs. 545 |
| (ii) Soft Soil with rock                                                           | Rs.531      | + Rs.287 | = Rs. 818 |
| (iii) Rock                                                                         | Rs.703      | + Rs.380 | = Rs.1083 |
| 2. Removal and stacking of rejected stones with 50 meters lead/ 1.5 meters lift. * | Rs. 283     | + Rs.155 | = Rs.438  |
| 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.1152 | = Rs.3323 |
| (ii) Above 1.5 inches to 3.0 inches  | Rs.1857     | + Rs.985  | = Rs.2842 |
| (iii) Above 3.0 inches to 5.0 inches | Rs.1088     | + Rs.581  | = Rs.1669 |
| (iv) Above 5.0 inches                | Rs.893      | + Rs.479  | = Rs.1372 |

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)



(Ashutosh A.T Pednekar)  
Chief Labour Commissioner(C)