



Government of India  
Ministry of Labour & Employment  
Office of the Regional Labour Commissioner (Central)  
Port Quarters, Behind American Hospital, Maharaniipeta,  
Visakhapatnam -530002

No.47/1(2)/2022-RLC.

Date: 11.10.2022

**MEMORANDUM**

**SUBJECT:** Minimum Wages Act, 1948 – Revision of Variable Dearness Allowance to the workers employed in various establishments with effect from 01.10.2022 & Minimum Wages Rates thereof – reg.

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Dear Sir,

I am to inform you that the Chief Labour Commissioner (Central), New Delhi has revised the rates of variable Dearness Allowance as per consumer price index in respect of the following Scheduled Employment with effect from 01.10.2022 which are given below for your information.

**Notification No.S.O.186(E) dated 19.01.2017 read with Order No. 1/16(1)/2022-LS-II dated 28.09.2022 with effect from 01.10.2022**

Minimum Wage Rates for employees employed in **AGRICULTURE** with effect from 01.10.2022 would be as under:

Category	Rates of Wages including V.D.A as Area-wise per day (in Rs.)		
	'A' Area	'B' Area	'C' Area
Unskilled	333+121=454	303+111=414	300+109=409
Semi-skilled/Unskilled Supervisory	364+131=495	335+121=456	307+112=419
Skilled/Clerical	395+144=539	364+131=495	334+121=455
Highly Skilled	438+158=596	407+147=554	364+131=495

**Notification No.S.O.2413(E) dated 28.07.2017 read with Order No. 1/16(2)/2022-LS-II dated 28.09.2022 with effect from 01.10.2022**

Minimum Wage Rates for employees employed in **GYPSUM MINES, BARTYES 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, QURTZITE 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** with effect from 01.10.2022 would be as under:

Category	Rates of Wages including V.D.A as Area-wise per day (in Rs.)	
	For work above ground	For work below ground
Unskilled	350+127=477	437+158=595
Semi-skilled/Unskilled Supervisory	437+158=595	523+188=711
Skilled/Clerical	523+188=711	610+219=829
Highly Skilled	610+219=829	683+243=926

Contd.....2/-

**Notification No.S.O.188(E) dated 19.01.2017 read with Order No. 1/16(3)/2022-LS-II dated 28.09.2022 with effect from 01.10.2022**

Minimum Wage Rates 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** with effect from **01.10.2022** would be as under:

Category	Rates of Wages including V.D.A as Area-wise per day (in Rs.)		
	'A' Area	'B' Area	'C' Area
Unskilled	523+188=711	437+158=595	350+127=477
Semi-skilled/Unskilled Supervisory	579+209=788	494+177=671	410+147=557
Skilled/Clerical	637+229=866	579+209=788	494+177=671
Highly Skilled	693+247=940	637+229=866	579+209=788

**Notification No.S.O.189(E) dated 19.01.2017 read with Order No. 1/16(7)/2022-LS-II dated 28.09.2022 with effect from 01.10.2022**

Minimum Wage Rates for employees employed in **STONE MINES FOR STONE BREAKING & STONE CRUSHING** with effect from **01.10.2022** would be as under:

Sl. No.	Category	Basic Wages	V.D.A (in Rs.)	Total (in Rs.)
1.	Excavation & removal of over burden with 50 meters lead / 1.5 meters lift*			
	(i) Soft Soil	351+	130	481
	(ii) Soft Soil with Rock	531+	191	722
	(iii) Rock	703+	253	956
2.	Removal and Stacking of rejected Stone with 50 meters lead /	283+	103	386
3.	Stone Breaking or Stone Crushing Size of category**			
	(i) 1.0 inch to 1.5 inch	2171+	767	2938
	(ii) Above 1.5 inches to 3.0 inches	1857+	656	2513
	(iii) Above 3.0 inches to 5.0 inches	1088+	387	1475
	(iv) Above 5.0 inches	893+	319	1212

2. The workers employed on minimum guaranteed time rate of wages per day would 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 cubic meters (100 cubic feet)

\*\* per truck of 5.662 cubic meters (200 cft)

**Notification No.S.O.190(E) dated 19.01.2017 read with Order No. 1/16(5)/2022-LS-II dated 28.09.2022 with effect from 01.10.2022**

Minimum Wage Rates 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** with effect from **01.10.2022** would be as under:

AREA	RATES OF WAGES PLUS V.D.A. PER DAY		
	Basic Wages (Rs.)	V.D.A. (Rs.)	Total (Rs.)
'A'	523+	188	711
'B'	437+	158	595
'C'	350+	127	477

Contd.....3/-

**Notification No.S.O.191(E) dated 19.01.2017 read with Order No. 1/16(6)/2022-LS-II dated 28.09.2022 with effect from 01.10.2022**

Minimum Wage Rates for employees employed in **EMPLOYMENT OF WATCH AND WARD (WITHOUT ARMS)** with effect from **01.10.2022** would be as under:

AREA	RATES OF WAGES PLUS V.D.A. PER DAY		
	Basic Wages (Rs.)	V.D.A. (Rs.)	Total (Rs.)
'A'	637+	229	866
'B'	579+	209	788
'C'	494+	177	671

Minimum Wage Rates for employees employed in **EMPLOYMENT OF WATCH AND WARD (WITH ARMS)** with effect from **01.10.2022** would be as under:

AREA	RATES OF WAGES PLUS V.D.A. PER DAY		
	Basic Wages (Rs.)	V.D.A. (Rs.)	Total (Rs.)
'A'	693+	247	940
'B'	637+	229	866
'C'	579+	209	788

**Notification No.S.O.192(E) dated 19.01.2017 read with Order No. 1/16(4)/2022-LS-II dated 28.09.2022 with effect from 01.10.2022**

Minimum Wage Rates for employees employed in **LOADING AND UNLOADING IN (i) GOODS SHEDS, PARCEL OFFICES OF RAILWAYS, (ii) OTHER GOODS-SHEDS, GODOWNS, WARE HOUSES AND OTHER SIMILAR EMPLOYMENTS; (iii) DOCKS AND PORTS; AND (iv) PASSENGERS GOODS AND CARGO CARRIED OUT AT AIRPORTS (BOTH INTERNATIONAL AND DOMESTIC)** with effect from **01.10.2022** would be as under:

AREA	RATES OF WAGES PLUS V.D.A. PER DAY		
	Basic Wages (Rs.)	V.D.A. (Rs.)	Total (Rs.)
'A'	523+	188	711
'B'	437+	158	595
'C'	350+	127	477

The V.D.A has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board Meeting.

The classification of workers under different categories and the classification of cities under different areas will be same as in the notification referred above as amended from time to time. The present classification of cities into areas A, B & C is enclosed at annexure – 1 for ready reference:

**Explanation for the purpose of this Notification.**


- (i) Area 'A' and Area 'B' as indicated in Annexure to this Notification shall respectively comprise all the places as specified in the said Annexure as such areas, and include all places within a distance of fifteen kilometers from the periphery of a Municipal Corporation or Municipality Cantonment Board or Notified Area Committee of a particular place. Area 'C' shall comprise of all other places not mentioned in Area 'A' and 'B' of the Annexure and to which the Minimum Wages Act, 1948 (1) of 1948) extends;
- (j) The places added or upgraded from time to time by the Ministry of Finance for the purpose of House Rent Allowance to Central Government employees shall be taken to be added from the date of such addition or upgradation for the purposes of classification specified in Annexure to this notification;
- (k) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages, applicable for the purpose of this notification to such employee;
- (l) The minimum rates of wages include the wages for weekly day of rest;
- (m) The minimum rates of wages are applicable to employees employed by the contractors also;
- (n) The minimum rates of wages for disabled persons shall be the same as payable to the workers of appropriate category;



- (o) The men, women and transgender employees shall be entitled for the same rates of wages for the same work or work of similar nature;
- (p) The minimum rates of wages and Variable Dearness Allowance both constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948(1) of 1948.

You are requested to implement the above Minimum Wages effective from 1<sup>st</sup> October, 2022 in your organization and also bring it to the notice of all your Employers / Contractors and your sub-ordinate establishments. Further, you are also requested to make necessary amendment in the Notice Board so displayed including the Revised Variable Dearness Allowance in addition to the Minimum Rates of Wages already notified and in force.

Yours faithfully,



(K.JAGANNATH MOHANTY)  
REGIONAL LABOUR COMMISSIONER (CENTRAL)  
VISAKHAPATNAM.

Copy forwarded to:

1. The LEO(C), Visakhapatnam for information.
2. The Guard File under M.W. Act.
3. Notice Board.

DISTRIBUTION:

1. All Employers in Organised and Un-organised sector of employment in Central Sphere.
2. Trade Unions.
3. The Jt. Commissioner of Labour, Ministry of LabOour, Govt. of A.P., Visakhapatnam.
4. The District Collector, Visakhapatnam, Vizianagaram and Srikakulam.



REGIONAL LABOUR COMMISSIONER (CENTRAL)  
VISAKHAPATNAM