



Government of India
Ministry of Labour & Employment
OFFICE OF THE DEPUTY CHIEF LABOUR COMMISSIONER (CENTRAL)
A.T.I. Campus, Vidyanagar,
HYDERABAD – 500007

No: 47(2)/2023-C2.

Dated: 03-10-2023

MEMORANDUM

Sub: **Minimum Wages Act, 1948 – Revision of variable Dearness Allowance to the Workers employed in various establishments with effect from 01-10-2023 & Minimum Wages Rates thereof – Reg.**

Dear Sir,

I am to inform 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 **01-10-2023** which are given below for your information.

Notification No: S.O. 192(E), dated 19-01-2017 read with Order No.1/8(4)/2023-LS-II, dated 26-09-2023 with effect from 01-10-2023

Minimum Wages per day for employees employed in **LOADING AND UNLOADING IN (1) GOODS SHEDS, PARCEL OFFICES OF RAILWAYS, (2) OTHER GOODSHEDS, GODOWNS, WAREHOUSES ETC. (3) DOCKS AND PORTS AND (4) PASSENGER GOODS AND CARGO CARRIED OUT AT AIRPORTS (BOTH INTERNATIONAL AND DOMESTIC)** with effect from **01-10-2023** would be as under:-

AREA	RATES OF WAGES PLUS V.D.A. PER DAY		
	Basic Wages (Rs.)	V.D.A. (Rs.)	Total (Rs.)
'A'	523-00 +	228-00	751-00
'B'	437-00 +	191-00	628-00
'C'	350-00 +	154-00	504-00

Notification No: S.O. 188(E), dated 19-01-2017 read with Order No.1/8(3)/2023-LS-II, dated 26-09-2023 with effect from 01-10-2023

Minimum Wages per day for Workers 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 **01-10-2023** 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	<u>523-00 + 228-00</u> 751-00	<u>437-00 + 191-00</u> 628-00	<u>350-00 + 154-00</u> 504-00
Semi-Skilled / Unskilled Supervisory	<u>579-00 + 253-00</u> 832-00	<u>494-00 + 215-00</u> 709-00	<u>410-00 + 179-00</u> 589-00
Skilled / Clerical	<u>637-00 + 278-00</u> 915-00	<u>579-00 + 253-00</u> 832-00	<u>494-00 + 215-00</u> 709-00
Highly Skilled	<u>693-00 + 299-00</u> 992-00	<u>637-00 + 278-00</u> 915-00	<u>579-00 + 253-00</u> 832-00

Contd...2.

**Notification No: S.O. 2413(E), dated 28-07-2017 read with Order
No.1/8(2)/2023-LS-II, dated 26-09-2023 with effect from 01-10-2023**

Minimum Wages per day 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 MINE, SILICA MINES, GRAPHITE MINES, FELSPER 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 01-10-2023 would be as under:-

CATEGORY	MINIMUM WAGE PER DAY	
	For work above ground	For work below ground
Unskilled	<u>350.00 + 154.00</u>	<u>437.00 + 191.00</u>
	504.00	628.00
Semi-Skilled / Unskilled Supervisory	<u>437.00 + 191.00</u>	<u>523.00 + 228.00</u>
	628.00	751.00
Skilled / Clerical	<u>523.00 + 228.00</u>	<u>610.00 + 265.00</u>
	751.00	875.00
Highly Skilled	<u>610.00 + 265.00</u>	<u>683.00 + 295.00</u>
	875.00	978.00

**Notification No: S.O. 186(E), dated 19-01-2017 read with Order
No.1/8 (1)/2023-LS-II, dated 26-09-2023 with effect from 01-10-2023**

Minimum Wages per day for employees employed in **AGRICULTURE** with effect from 01-10-2023 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	<u>333-00 + 147-00</u>	<u>303-00 + 135-00</u>	<u>300-00 + 133-00</u>
	480-00	438-00	433-00
Semi-Skilled / Unskilled Supervisory	<u>364-00 + 159-00</u>	<u>335-00 + 147-00</u>	<u>307-00 + 136-00</u>
	523-00	482-00	443-00
Skilled / Clerical	<u>395-00 + 174-00</u>	<u>364-00 + 159-00</u>	<u>334-00 + 147-00</u>
	569-00	523-00	481-00
Highly Skilled	<u>438-00 + 191-00</u>	<u>407-00 + 179-00</u>	<u>364-00 + 159-00</u>
	629-00	586-00	523-00

**Notification No: S.O. 190(E), dated 19-01-2017 read with Order
No.1/8(5)/2023-LS-II, dated 26-09-2023 with effect from 01-10-2023**

Minimum Wages per day 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 01-10-2023 would be as under:-

AREA	RATES OF WAGES PLUS V.D.A. PER DAY		
	Basic Wages (Rs.)	V.D.A. (Rs.)	Total (Rs.)
'A'	523-00 +	228-00	751-00
'B'	437-00 +	191-00	628-00
'C'	350-00 +	154-00	504-00

**Notification No: S.O. 191(E), dated 19-01-2017 read with Order
No.1/8(6)/2023-LS-II, dated 26-09-2023 with effect from 01-10-2023**

Minimum Wage Rates for employees employed in "**EMPLOYMENT OF WATCH AND WARD (without Arms)**" with effect from 01-10-2023 would be as under:-

AREA	RATES OF WAGES PLUS V.D.A. PER DAY		
	Basic Wages (Rs.)	V.D.A. (Rs.)	Total (Rs.)
'A'	637-00 +	278-00	915-00
'B'	579-00 +	253-00	832-00
'C'	494-00 +	215-00	709-00

Minimum Wage Rates for employees employed in "**EMPLOYMENT OF WATCH AND WARD (with Arms)**" with effect from 01-10-2023 would be as under:-

AREA	RATES OF WAGES PLUS V.D.A. PER DAY		
	Basic Wages (Rs.)	V.D.A. (Rs.)	Total (Rs.)
'A'	693-00 +	299-00	992-00
'B'	637-00 +	278-00	915-00
'C'	579-00 +	253-00	832-00

**Notification No: S.O. 189(E), dated 19-01-2017 read with Order
No.1/8(7)/2022-LS-II, dated 26-09-2023 with effect from 01-10-2023**

Minimum Wages per day to workers engaged in "**STONE MINES FOR STONE BREAKING & STONE CRUSHING**" with effect from 01-10-2023 would be as under:-

Sl. No.	Category	Basic Wages (in Rs.)	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 +	157	508
	(ii) Soft Soil with Rock	531 +	232	763
	(iii) Rock	703 +	307	1010
2	Removal and Stacking of rejected Stone with 50 meters lead / 1.5 meters lift *	283 +	125	408
3	Stone Breaking or Stone Crushing Size of category**			
	(i) 1.0 inch to 1.5 inches	2171 +	930	3101
	(ii) Above 1.5 inches to 3.0 inches	1857 +	795	2652
	(iii) Above 3.0 inches to 5.0 inches	1088 +	469	1557
	(iv) Above 5.0 inches	893 +	387	1280

4. 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 cubic feet)

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

Contd...4.

The classification of workers under different categories and the classification of cities under different area 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

Refer to S.O. Nos. 186(E), 188(E), 190(E), 191(E) dated 19th January, 2017 and S.O.2413(E) dated 28th July, 2017 New Delhi published in the Gazette of India; Extraordinary, Part-II; Section 3-Sub section (ii),

1. Where in any area the minimum rates wages fixed by this notification are lower than the minimum rates of wages fixed by the State Government for employees in employment in aforesaid Employments in relation to which the State Government is the appropriate Government, the rates of wages fixed by the State Government shall in respect of these areas, be deemed to be the minimum rates of wages payable under this notification.
2. The minimum rates of wages fixed by this notification are applicable to employees engaged by contractors also.
3. The Minimum rates of wages payable to disabled employees shall be the same as payable to workers of the appropriate category.
4. Men and Women employees shall get the same rates of wages for the same work or work of similar nature.
5. Minimum rates of wages and special allowance both constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

You are requested to implement the above Minimum Wages effective **from 1ST October, 2023** in your organization and also bring it to the notice of all your Employers / Contractors and your subordinate 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,


(D.SRINIVASULU)

Dy. Chief Labour Commissioner (Central)
Hyderabad

Copy forwarded to:-

1. All the RLCs (C), ALCs (C) & LEOs (C) in Hyderabad Region.
2. The E-1 Section for information
4. The Guard file under M.W.Act.
5. Notice Board
6. The Principal Employers in RAILWAYS, CPWD, MES, OF, VPT, APMDC, SCCL, ONGC, BPCL, HPCL, IOCL, BSNL, GAIL, DRDO, NIT WARANGAL, HU, MANU, NMDC, CSIR, ICAR, NHAI, HMRL, AIR INDIA, PGCIL, SBI, SBH, Andhra Bank, Syndicate Bank, UBI, Corpn. Bank, Central Bank of India, SBM, Indian Bank, ASI, INCOM TAX, GSI, SOI, UCIL, , FCI, HAL, BDL, CCI, NFC, NFDB and other CPIUs situated in A.P. and Telangana under the jurisdiction of Dy.CLC(C), Hyderabad.
7. Trade Unions.
8. The Labour Commissioner, Department of Labour, Govt. of AP & Govt. of Telangana.


Dy. Chief Labour Commissioner (Central)
Hyderabad

NOTIFICATION OF AREAS

AREA - 'A'	Hyderabad and Secunderabad (UA)
AREA- 'B'	Guntur, Vijayawada (UA), Visakhapatnam (UA), Warangal and Nellore.
AREA - 'C'	All areas not mentioned above
UA	Stands for Urban Agglomeration