



PBC No. 83 / 2025  
RBE No. 17 / 2025

**दक्षिण रेलवे Southern Railway**  
**प्रधान मुख्य कार्मिक अधिकारी कार्यालय**  
**Office of the Principal Chief Personnel Officer**  
**प्रधान कार्यालय, कार्मिक विभाग, चेन्नै-600003**  
**Headquarters, Personnel Department, Chennai-600003**

सं/No: P(R) 410 / LL & IR / Vol.II

दिनांक/Dated: 29.04.2025

All PHODs/ DRMs/ CWMs/ CEWE/ CAO/ CPM/ PDA/ Dy.CPOs/ Sr.DPOs/ Secy to GM,  
Chairman/RRB/MAS,TVC, Addl.Registrar/RCT/MAS, Secretary/RRT/MAS,  
Principal MDZTI/TPJ, SRCETC/TBM, ZETTC/AVD,  
DPOs/SPOs/WPOs/APOs of HQ/Divisions /Workshops/Units.

**विषय/Sub:Revision of rates of the Variable Dearness Allowance (VDA)  
for contract workers engaged in various employment /  
activities w.e.f. 01.04.2025.**

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A copy of the Railway Board's letter No. 2020/E(LL)/AT/MW/2 dated 28.04.2025  
alongwith its enclosures on the above subject is enclosed for information, guidance, and  
necessary action.

संलग्नक/Encl. 15 pages

**CHILAKALAPUDI  
ANJANIKUMAR**

Digitally signed by  
CHILAKALAPUDI ANJANIKUMAR  
Date: 2025.04.29 17:03:12 +05'30'

**सहायक कर्मचारी संबंधी अधिकारी/Asst Personnel Officer / IR & Trg.**  
**कृते प्रमुकाधि/For Principal Chief Personnel Officer**

प्रतिलिपि/Copy to: The General Secretary/SRMU

The General Secretary / DREU

The General Secretary/AISCTREA

The General Secretary/AIOBCREA

The General Secretary/NFIR

IT Section/PB/HQ - to upload in the SR website.

भारत सरकार/**GOVERNMENT OF INDIA**  
रेल मंत्रालय/**MINISTRY OF RAILWAYS**  
रेलवे बोर्ड /**RAILWAY BOARD**

RBE No. 17 /2025

No. 2020/E(LL)/AT/MW/2

New Delhi dated: 28.04.2025

The General Managers,  
All Zonal Railways and Production Units,  
Metro Railway/Kolkata, CORE/Prayagraj,  
The CAO (Construction), All Indian Railways,  
The Director General, RDSO/Lucknow,  
The DG/National Academy of Indian Railways, Vadodara,  
The DGs/IRICEN, IRIEEN, IRISSET, IRIMEE, IRITM,  
The CAO, Rail Coach Factory / Raebareli,  
The CAO, Rail Wheel Plant, Bela.

**Sub: Revision of rates of the Variable Dearness Allowance (VDA) for contract workers engaged in various employment/activities w.e.f. 01.04.2025.**

Office of Central Labour Commissioner (C)/Ministry of Labour & Employment has issued orders Nos. (i) 1/6(1)/2025-LS-II (ii) 1/6(2)/2025-LS-II (iii) No. 1/6(3)/2025-LS-II (iv) No. 1/6(4)/2025-LS-II (v) No.1/6(5)/2025-LS-II (vi) No.1/6(6)/2025-LS-II & (vii) No.1/6(7)/2025-LS-II, all are dated 28.03.2025 and corrigendum No.1/6(2)/2025-LS-II dated 02.04.2025 revising the rates of variable dearness allowance for contract workers engaged in (i) Agriculture (ii) 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 (iii) 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 (iv) Loading and unloading in (a) Goods sheds, parcel offices of Railways, (b) other goods-sheds, godowns, warehouses and other similar employments; (c) Docks and Ports; And (d) Passengers goods and Cargo Carried out at Airports ( Both International and Domestic) (v) Employment of sweeping and cleaning excluding activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993 (vi) Watch and Ward (With arms and without arms) and (vii) Stone Mines are enclosed herewith for information and strict compliance. **The rates will be applicable w.e.f. 01.04.2025.**

2. Railways , being Principal Employer, are required to ensure that the contractors are complying with the provisions of the Contract Labour (R&A) Act, 1970 and Minimum wages Act, 1948 strictly and arranging prescribed minimum wages to the contract labourers.

3. This issues with the concurrence of the Finance Directorate of Ministry of Railways.

Please acknowledge receipt.

DA:- As above.



(M.K Meena)

Director Estt.(LL)

Railway Board

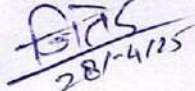
Tel No.011-23047136

Email: maheshkr.meena69@gov.in

No. 2020/E(LL)/AT/MW/2

New Delhi dated: 28.04.2025

1. PFAs, All Zonal Railways and Production Units
2. Deputy Comptroller and Auditor General of India (Railways), Room No.222, Rail Bhavan, New Delhi (10 spares).

  
28/4/25

for Member Finance Railway Board

No. 2020/E (LL)/AT/MW/2

New Delhi dated: 28.04.2025

1. The General Secretary, AIRF, NFIR (10 spares)
2. The Secretary General, IRPOF, FROA, AIRPFA (2 spares)
3. The General Secretary, AISC & ST Railway Employees Association.



(M.K Meena)

Director Estt.(L.L.)

Railway Board

Tel No.011-23047136

Email: maheshkr.meena69@gov.in

Copy to: - JS, EDCE(G), EDCE(P), D(FM), DTC(R), DS-(G), D/EnHM, DDF(E)I, F(E) I, E(NG)II, CE-I, TG-IV, Fuel, E (Rep) II and Stationery Branch, Railway Board.

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भारत सरकार (GOVERNMENT OF INDIA)  
रेल मंत्रालय (MINISTRY OF RAILWAYS)  
रेलवे बोर्ड (RAILWAY BOARD)

आरबीई सं. 17 /2025

सं. 2020/ई(एलएल)/एटी/एमडब्ल्यू/2

नई दिल्ली, दिनांक: 28.04.2025

महाप्रबंधक,  
सभी क्षेत्रीय रेलें और उत्पादन इकाइयां,  
मेट्रो रेल कोलकाता, रेल विद्युतीकरण/प्रयागराज,  
मुख्य प्रशासनिक अधिकारी (निर्माण), सभी क्षेत्रीय रेलें,  
महानिदेशक, आरडीएसओ/लखनऊ,  
महानिदेशक/भारतीय रेल राष्ट्रीय अकादमी, वडोदरा,  
महानिदेशक/इरीसेन, इरीन, इरिसेट, इरिमी, इरिटिम,  
मुख्य प्रशासनिक अधिकारी, रेल डिब्बा कारखाना/रायबरेली,  
मुख्य प्रशासनिक अधिकारी/ रेल पहिया संयंत्र/बेला

विषय: 01.04.2025 से विभिन्न रोजगार/गतिविधियों में नियुक्त संविदागत श्रमिकों के लिए परिवर्तनीय महंगाई भत्ते (वीडीए) की दरों में संशोधन।

कृपया केन्द्रीय श्रम आयुक्त (सी)/श्रम एवं रोजगार मंत्रालय के दिनांक 28.03.2025 को जारी आदेश सं.(i) 1/6(1)/2025-एलएस-II (ii) 1/6(2)/2025-एलएस-II (iii) 1/6(3)/2025-एलएस-II (iv) सं.1/6(4)/2025-एलएस-II (v) सं.1/6(5)/2025-एलएस-II (vi) सं.1/6(6)/2025-एलएस-II एवं (vii) सं.1/6 (7)/2025-एलएस-II एवं दिनांक 02.04.2025 को जारी शुद्धि पत्र संख्या.1/6(2)/2025-एलएस-II के तहत (i) कृषि (ii) जिप्सम खानों, बैराइट खानों, बॉक्साइट खानों, मैंगनीज खानों, चाइना क्ले खानों, कायानाइट खानों, कॉपर खानों, क्ले खानों, मैग्नेसाइट खानों, सफेद मिट्टी की खानों, पत्थर की खानों, स्टेटाइट खानों (जिनमें साबुन पत्थर और टैल्क उत्पादक खान शामिल हैं), ओक्रे खानों, एस्बेस्टस खानों, फायर क्ले खानों, क्रोमाइट खानों, क्वार्ट्जाइट खानों, क्वार्ट्ज खानों, सिलिका खानों, ग्रेफाइट खानों, फेल्सपार खानों, लेटराइट खानों, डोलोमाइट खानों, रेड ऑक्साइड खानों, वोल्फ्राम खानों, लोह अयस्क खानों, ग्रेनाइट खानों, फॉस्फेट खानों, हीमैटाइट खानों, संगमरमर और कैल्साइट खानों, यूरेनियम खानों, अभ्रक खानों, लिग्नाइट खानों, ग्रेवेल खानों, स्लेट खानों और मैग्नेटाइट खानों (iii) सड़कों या रनवे या भवन संचालन निर्माण या रखरखाव, जिनमें भूमिगत इलेक्ट्रिक, वायरलेस, रेडियो, टेलीविजन, टेलीफोन, टेलीग्राफ और समुद्रपार संचार केबलों और इसी प्रकार के अन्य भूमिगत केबलिंग कार्य,

इलेक्ट्रिक लाइनों, जल आपूर्ति लाइनों और सीवरज पाइप लाइन बिछाने (iv) लदान और उतराई (क) रेलवे के गुड्स शेड, पार्सल कार्यालय, (ख) अन्य गुड्स शेड, गोदामों, मालगोदामों और अन्य समान रोजगार; (ग) डॉक एवं बंदरगाह; और (घ) एयरपोर्ट पर (अंतर्राष्ट्रीय और घरेलू दोनों) यात्री सामान और कार्गो का परिवहन (v) सफाई कर्मचारी नियोजन और शुष्क शौचालय (प्रतिषेध) अधिनियम 1993 के अंतर्गत प्रतिबंधित क्रियाकलापों को छोड़कर सफाई और स्वच्छता में नियोजन (vi) वाच एंड वार्ड (हथियार सहित और हथियार रहित) और (vii) पत्थर की खानों में नियुक्त संविदागत श्रमिकों के लिए परिवर्तनशील महंगाई भत्ते की दरों को संशोधित किया गया है और आपकी सूचना और कड़ाई से अनुपालन के लिए संलग्न हैं। ये दरें 01.04.2025 से प्रभावी होंगी।

2. रेलें, प्रधान नियोक्ता होने के नाते, यह सुनिश्चित करें कि ठेकेदार, ठेका श्रम (विनियमन और उत्सादन) अधिनियम, 1970 और न्यूनतम मजदूरी अधिनियम, 1948 के उपबंधों का कड़ाई से अनुपालन कर रहे हैं और संविदागत श्रमिकों को निर्धारित न्यूनतम मजदूरी का भुगतान किया जा रहा है।

3. इसे रेल मंत्रालय के वित्त निदेशालय की सहमति से जारी किया जा रहा है।

कृपया पावती दें।

संलग्न:- धनोपरि।



(एम. के. मीना)

निदेशक स्थापना (श्रम कानून)

रेलवे बोर्ड

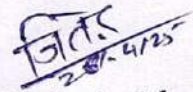
दूरभाष सं. 011-23047136

ईमेल: maheshkr.meena69@gov.in

सं. 2020/ई(एलएल)/एटी/एमडब्ल्यू/2

नई दिल्ली, दिनांक: 28 .04.2025

1. प्रधान वित्त सलाहकार, सभी क्षेत्रीय रेलें और उत्पादन इकाइयां
2. भारत के उपनियंत्रक और महालेखा परीक्षक (रेलें), कमरा नं. 222, रेल भवन, नई दिल्ली (10 अतिरिक्त प्रतियां)



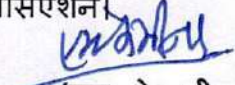
कृते सदस्य वित्त रेलवे बोर्ड

सं. 2020/ई(एलएल)/एटी/एमडब्ल्यू/2

नई दिल्ली, दिनांक: 28 .04.2025

1. जनरल सेक्रेटरी, एआईआरएफ, एनएफआईआर (10 अतिरिक्त प्रतियों सहित)

2. सेक्रेटरी जनरल, आईआरपीओएफ, एफआरओए, एआईआरपीएफए (2 अतिरिक्त प्रतियों सहित)
3. जनरल सेक्रेटरी, ऑल इंडिया एससी एवं एसटी रेलवे एम्पलाइज एसोसिएशन।



(एम. के. मीना)

निदेशक स्थापना (श्रम कानून)

रेलवे बोर्ड

दूरभाष सं. 011-23047136

ईमेल: maheshkr.meena69@gov.in

प्रतिलिपि प्रेषित: संयुक्त सचिव, कार्यपालक निदेशक सिविल इंजीनियरी (जी), कार्यपालक निदेशक सिविल इंजीनियरी (पी), निदेशक (एफएम), निदेशक यातायात वाणिज्य (दर), उप सचिव (सामान्य), निदेशक/ईएनएचएम, उपनिदेशक वित्त(ई)।, एफ(ई)।, स्था.(एनजी)-।।, सिविल इंजीनियरी-I, टीजी- IV, फ्यूल, ई (रिप) ॥ और लेखन-सामग्री शाखा रेलवे बोर्ड।

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

Dated: 28/03/2025

**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. 01.04.2025 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 01.04.2025:-

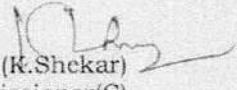
| Category of worker                    | Rates of V.D.A. Area wise per day<br>(in Rupees) |     |     |
|---------------------------------------|--------------------------------------------------|-----|-----|
|                                       | 'A'                                              | 'B' | 'C' |
| Unskilled                             | 181                                              | 167 | 165 |
| Semi-Skilled/Unskilled<br>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. 01.04.2025 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<br>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.

  
(K. Shekar)  
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: 28/03/2025

**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 01.04.2025;-

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. 01.04.2025 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=1048          |

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.

  
(K. Shekar)  
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: 28/03/2025

**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 01.04.2025:-

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. 01.04.2025 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.

  
(K. Shekar)  
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: 28/03/2025

**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 01.04.2025;-

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. 01.04.2025 to the employees shall be as under:-

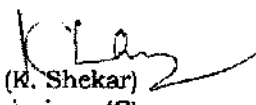
| AREA | RATES OF V.D.A. PER DAY (IN RS.) |
|------|----------------------------------|
| 'A'  | 282                              |
| 'B'  | 237                              |
| 'C'  | 191                              |

Therefore the minimum rates of wages showing the basic rates and variable Dearness Allowance payable w.e.f. 01.04.2025 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.

  
(K. Shekar)  
Chief Labour Commissioner(C)

No.1/6(5)/2025-LS-II  
Government of India  
Ministry of Labour & Employment  
Office of the Chief Labour Commissioner(C)  
New Delhi

Dated: 28/03/2025

**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 01.04.2025:-

**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".**

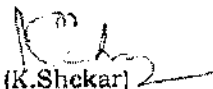
| AREA | RATES OF V.D.A. PER DAY (in Rs.) |
|------|----------------------------------|
| A    | 282                              |
| B    | 237                              |
| C    | 191                              |

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f 01.04.2025 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.

  
(K. Shekar)  
Chief Labour Commissioner(C)

File No.1/5(6)/2025-LS-II  
Government of India  
Ministry of Labour & Employment  
Office of the Chief Labour Commissioner(C)  
New Delhi

Dated: 28/03/2025

**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 01.04.2025:-

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 01.04.2025 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:-

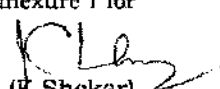
| AREA | RATES OF VDA PER DAY (in Rs.) |
|------|-------------------------------|
| A    | 372                           |
| B    | 344                           |
| C    | 314                           |

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f 01.04.2025 to employees employed in **WATCH AND WARD (with arms)** shall be as under:-

| AREA | RATES OF WAGES PLUS VIDA 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.

  
(R. Shekar)  
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: 28/03/2025

**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 01.4.2025:-

Rates of VDA for employees employed in "STONE MINES" shall be as under:-

| Item of work                                                                                | Rates of Variable Dearness Allowance<br>as on 01.04.2025 |
|---------------------------------------------------------------------------------------------|----------------------------------------------------------|
| 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. 01.04.2025 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)

  
(K. Shekar)  
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

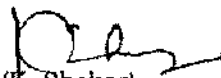
Dated: 09/04/2025

**CORRIGENDUM**

Refer this office order issued as per detail given below 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.**

**Reference: F.No. 1/6(2)/2025-LS-II dated 28/3/2025 w.e.f 1/4/2025**

In table 2 the rates of VDA area wise per day (in Rupees) for **Highly skilled** category of workers in **Below Ground** may be read as **1049** instead of **1048**.

  
(K. Shekar)  
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: 28/03/2025

**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 01.04.2025:-

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.**

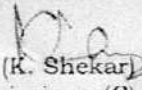
| Category of worker                 | Rates of V.D.A. (in Rs.) per day |                       |
|------------------------------------|----------------------------------|-----------------------|
|                                    | For work above ground            | For work below ground |
| Unskilled                          | 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. 01.04.2025 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=1048          |

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.

  
 (K. Shekar)  
 Chief Labour Commissioner(C)