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

RBE No. 115 /2023

No. 2020/E(LL)/AT/MW/2 **New Delhi dated: 17.10.2023**

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/Railway Staff College, Vadodara,
The DGs/IRICEN, IRIEEN, IRISET, IRIMEE, IRITM,
The CAO, Rail Coach Factory / Raebareli,
The CAO, Rail Wheel Plant, Bela.

Sub: Revision of rate of Variable Dearness Allowance (VDA) for contract workers engaged in various employment/activities w.e.f 01.10.2023

Ref: - Ministry of Railways' Letter of even number dated 10.05.2023 (RBE No. 67/2023)

Ministry of Labour & Employment has issued each of orders No (i) 1/8(1)/2023-LS-II (ii) 1/8(2)/2023-LS-II (iii) No.1/8(3)/2023-LS-II (iv) No.1/8(4)/2023-LS-II (v) 1/8(5)/2023-LS-II, (vi) 1/8(6)/2023-LS-II (vii) 1/8(7)/2023-LS-II, all are dated 26.09.2023 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 and Without arms) and **(vii)** Stone Mines is sent herewith for information and strict compliance. The rates are applicable w.e.f. 01.10.2023.

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.

4. The original letters mentioned above may be downloaded from the official website of Ministry of labour & Employment **www.clc.gov.in.**

Please acknowledge receipt.

DA:- As above

(M.K Meena)
Joint Director Estt.(LL)
Railway Board
Tel No: 011-23047136
Email: maheshkr.meena69@gov.in

No. 2020/E (LL)/AT/MW/2 **New Delhi dated:17.10.2023**

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

17.10.23

for Member Finance
Railway Board

No. 2020/E (LL)/AT/MW/2 **New Delhi dated:17.10.2023**

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)
Joint Director Estt.(LL)
Railway Board
Tel No: 011-23047136
Email: maheshkr.meena69@gov.in

Copy to: - PS/MR, PS/MoSR(D), PS/MoSR(J), EDPG/MR, EDPG/MoSR(D), EDPG/MoSR(J), MI, M/O&BD, M/T&RS, MF, JS, EDCE(G), 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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File No.1/8(1)/2023-LS-II
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated: 26/9/2023

ORDER

In exercise of the powers conferred by Central Government vide Notification No. S.O. 186(E) dated **19th 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. **01.10.2023** on the basis of the average Consumer Price Index for Industrial workers reaching 385.97 from 378.58 as on 30.06.2023 (Base 2016=100) and thereby resulting in an increase of 7.39 points. The revised Variable Dearness Allowance as under shall be payable from 01.10.2023:-

Category of worker	Rates of V.D.A. Area wise per day (in Rupees)		
	'A'	'B'	'C'
Unskilled	147	135	133
Semi-Skilled/Unskilled Supervisory	159	147	136
Skilled/Clerical	174	159	147
Highly Skilled	191	179	159

Therefore, the minimum rates of wages including the basic rates and Variable Dearness Allowance payable w.e.f. 01.10.2023 to the employees working in Agriculture shall be as under:-

Category of worker	Rates of wages including V.D.A. Area wise per day (in Rupees)		
	A	B	C
Unskilled	333+147=480	303+135=438	300+133=433
Semi- Skilled/Unskilled Supervisory	364+159=523	335+147=482	307+136=443
Skilled/Clerical	395+174=569	364+159=523	334+147=481
Highly Skilled	438+191=629	407+179=586	364+159=523

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 19th January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

Remis Tiru
(Remis Tiru)
Chief Labour Commissioner(C)

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F.No.1/8(2)/2023-LS–II
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated: 26/9/2023

ORDER

In exercise of the powers conferred by Central Government vide Notification No. S.O. 2413(E) dated **28th 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 385.97 from 378.58 as on 30.06.2023 (Base 2016=100) and thereby resulting in an increase of 7.39 points. The revised Variable Dearness Allowance as under shall be payable from 01.10.2023;-

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	154	191
Semi-Skilled/Unskilled Supervisory	191	228
Skilled/ Clerical	228	265
Highly Skilled	265	295

Therefore the minimum rates of wages showing the basic rates and Variable Dearness Allowance Payable w.e.f. 01.10.2023 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+154=504	437+191=628
Semi-Skilled/ Unskilled Supervisory	437+191=628	523+228=751
Skilled/ Clerical	523+228=751	610+265=875
Highly Skilled	610+265=875	683+295=978

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 19th January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

Remis Tiru

(Remis Tiru)
Chief Labour Commissioner(C)

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F.No.1/8(3)/2023-LS-II
Government of India
Ministry of Labour& Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated:26/9/2023

ORDER

In exercise of the powers conferred by Central Government vide Notification No. S.O. 188(E) dated **19th 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 385.97 from 378.58 as on 30.06.2023 (Base 2016=100) and thereby resulting in an increase of 7.39 points. The revised Variable Dearness Allowance as under shall be payable from 01.10.2023;-

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 (in Rupees)		
	A	B	C
Unskilled	228	191	154
Semi-Skilled/Unskilled Supervisory	253	215	179
Skilled/Clerical	278	253	215
Highly Skilled	299	278	253

Therefore the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f. 01.10.2023 will be as under :-

Category of worker	Rates of wages including V.D.A. per day (in Rupees)		
	A Area	B Area	C Area
Unskilled	523+228=751	437+191=628	350+154=504
Semi-Skilled/Unskilled Supervisory	579+253=832	494+215=709	410+179=589
Skilled/ Clerical	637+278=915	579+253=832	494+215=709
Highly Skilled	693+299=992	637+278=915	579+253=832

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 19th January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

Remis Tiru

(Remis Tiru)
Chief Labour Commissioner(C)

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F.No.1/8(4)/2023-LS-II
Government of India
Ministry of Labour& Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated: 26/9/2023

ORDER

In exercise of the powers conferred by Central Government vide Notification No. S.O. 192(E) dated **19th 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 385.97 from 378.58 as on 30.06.2023 (Base 2016=100) and thereby resulting in an increase of 7.39 points. The revised Variable Dearness Allowance as under shall be payable from 01.10.2023;-

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. 01.10.2023 to the employees shall be as under:-

AREA	RATES OF V.D.A. PER DAY (IN RS.)
'A'	228
'B'	191
'C'	154

Therefore the minimum rates of wages showing the basic rates and variable Dearness Allowance payable w.e.f. 01.10.2023 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	+	228	=	751
'B'	437	+	191	=	628
'C'	350	+	154	=	504

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 19th January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

Remis Tiru

(Remis Tiru)
Chief Labour Commissioner(C)

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No.1/8(5)/2023-LS-II
Government of India
Ministry of Labour& Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated: 26/9/2023

ORDER

In exercise of the powers conferred by Central Government vide Notification No. S.O. 190(E) dated **19th 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 385.97 from 378.58 as on 30.06.2023 (Base 2016=100) and thereby resulting in an increase of 7.39 points. The revised Variable Dearness Allowance as under shall be payable from 01.10.2023;-

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	228
B	191
C	154

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f 01.10.2023 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	+	228	=	751
B	437	+	191	=	628
C	350	+	154	=	504

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 19th January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

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Government of India
Ministry of Labour& Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated:26/9/2023

ORDER

In exercise of the powers conferred by Central Government vide Notification No. S.O. 191(E) dated **19th 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 385.97 from 378.58 as on 30.06.2023 (Base 2016=100) and thereby resulting in an increase of 7.39 points. The revised Variable Dearness Allowance as under shall be payable from 01.10.2023;-

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	278
B	253
C	215

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f 01.10.2023 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	+	278	=	915
B	579	+	253	=	832
C	494	+	215	=	709

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	299
B	278
C	253

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f. 01.10.2023 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	+	299	=	992
B	637	+	278	=	915
C	579	+	253	=	832

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 19th January, 2017. The present classification of cities into areas A, B & C is enclosed at Annexure I for ready reference.

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Chief Labour Commissioner(C)

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Government of India
Ministry of Labour& Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated:26/9/2023

ORDER

In exercise of the powers conferred by Central Government vide Notification No. S.O. 189(E) dated **19th 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 385.97 from 378.58 as on 30.06.2023 (Base 2016=100) and thereby resulting in an increase of 7.39 points. The revised Variable Dearness Allowance as under shall be payable from 01.10.2023;-

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

Item of work	Rates of Variable Dearness Allowance as on 01.10.2023
1. Excavation & removal of over burden with 50 meters lead/ 1.5 meters lift. *	
(i) Soft Soil	Rs.157
(ii) Soft Soil with rock	Rs.232
(ii) Rock	Rs.307
2. Removal and stacking of rejected stones with 50 metres lead/ 1.5 Metres lift. *	Rs.125
3. Stone breaking or Stone Crushing for the Stone size of:-	
1.0 inch to 1.5 inches	Rs.930
Above 1.5 inches to 3.0 inches	Rs.795
Above 3.0 inches to 5.0 inches	Rs.469
Above 5.0 inches	Rs.387

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Therefore, the minimum piece rate wages showing the basic and Variable Dearness Allowance payable w.e.f. 01.10.2023 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.157 =	Rs. 508
(ii) Soft Soil with rock	Rs.531 +	Rs.232 =	Rs. 763
(iii) Rock	Rs.703 +	Rs.307 =	Rs.1010
2. Removal and stacking of rejected stones with 50 meters lead/ 1.5 meters lift. *	Rs. 283 +	Rs.125 =	Rs.408
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 +	Rs930 =	Rs.3101
(ii) Above 1.5 inches to 3.0 inches	Rs.1857 +	Rs.795 =	Rs.2652
(iii) Above 3.0 inches to 5.0 inches	Rs.1088 +	Rs.469 =	Rs.1557
(iv) Above 5.0 inches	Rs.893 +	Rs.387 =	Rs.1280

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)

(Remis Tiru)
Chief Labour Commissioner(C)

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