EASTERN RAILWAY
(Personnel Department)

Serial No.50/2016

No. E.696/0/Vol.III

Kolkata, 20/06/2016.

ALL CONCERNED

Sub: Revision of minimum rates of Wages and Variable Dearness Allowance w.e.f. 01/04/2016.

The following copy of Railway Board's letter no. 2016/E(LL)/AT/MW/1 dated 29/04/2016 (RBE No. 37/2016) along with Ministry of Labour's orders are forwarded for information, guidance and strict compliance.
DA: As mentioned.

(S.Chakraborty)
Sr.Personnel Officer/BGB
For Chief Personnel Officer

Copy of Railway Board's letter no. 2016/E(LL)/AT/MW/1 dated 29/04/2016 (RBE No. 37/2016) addressed to General Managers, All Indian Railways and others.

Sub: Revision of minimum rates of Wages and Variable Dearness Allowance w.e.f. 01/04/2016.

A copy each of Orders No.(i) 1/ 13 (3)/2016 - LS.II, (ii) 1/13(4)/2016 - LS.II, (iii) 1/13(5)/2016 - LS.II, (iv) 1/13/(6)/2016 – LS.II and (v) No.1/13/(7)/2016 – LS.II dated 31/03/2016 revising the rates of variable dearness allowance for contract workers engaged in (i) Construction or maintenance of roads or in building operations etc.(ii) Stone mines for Stone breaking and Stone crushing, (iii) loading and unloading operations in railway Goods Sheds, Parcel Offices of Railways, (iv) Employment of sweeping and cleaning excluding activities prohibited under the Employment of Manual Scavengers and Constructions of Dry latrines (Prohibition) Act,1993 and (v) employment of watch and ward respectively is sent herewith for information and strict compliance. **The rates are applicable w.e.f. 01.04.2016.**

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 laborers.**

9. This issue with the concurrence of the Finance Directorate of the Ministry of Railways.
DA: As mentioned

(Sd/-)
(D.V.Rao)
Director Establishment (LL)

Index No.1005: Revised rates of wages and Variable Dearness Allowance under Minimum Wages Act w.e.f. 01.04.2016.

GOVERNMENT OF INDIA
MINISTRY OF RAILWAYS
(RAILWAY BOARD)

RBE No. 37/ 2016

No. 2016/E (LL)/AT/MW/1 New Delhi dated: 29. 04.2016

The General Managers, Zonal Railways, Production Units and PSUs,
Metro Railway, Kolkata, CORE, Allahabad
The General Managers,(Construction), All Indian Railways
The Director General, RDSO, Lucknow
The DG/Railway Staff College, Vadodara
The Directors, IRICEN, IRIEEN, IRISET, IRIMEE, IRITM
The CAO, COFMOW, Tilak Bridge, New Delhi
The CAO, Rail Coach Factory / Raebareli, Kishan Ganj, Delhi-7
The CAO, Rail Wheel Plant, Bela

Sub: **Revision of minimum rates of wages and variable dearness allowance w.e.f. 01.04.2016.**

A copy each of Orders No.(i) 1/13(3)/2016-LS.II, (ii) 1/13/(4)/2016-LS.II, (iii) 1/13/(5)2016-LS.II, (iv) 1/13/(6)/2016-LS.II and (v) 1/13/(7)2016-LS.II dated 31.03.2016 revising the rates of variable dearness allowance for contract workers engaged in (i) Construction or maintenance of roads or in Building operations etc. (ii) Stone mines for Stone breaking & Stone Crushing, (iii) loading and unloading operations in railway goods sheds, parcel offices of Railways, (iv) Employment of Sweeping and Cleaning excluding activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993 and (v) employment of Watch and Ward respectively is sent herewith for information and strict compliance. **The rates are applicable w.e.f. 01.04.2016.**

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.

(D.V.Rao)
Director Establishment (LL)

D.A.: As above (14 pages)

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भारत सरकार
रेल मंत्रालय
(रेलवे बोर्ड)

आरबीई सं. 37/2016

सं. 2016/ई(एलएल)/एटी/एमडब्ल्यू/1 **नई दिल्ली दिनांक:29.04.2016**

महाप्रबंधक, क्षेत्रीय रेलें, उत्पादन इकाइयां तथा सार्वजनिक क्षेत्र के उपक्रम,
मैट्रो रेलवे, कोलकाता, कोर, इलाहाबाद,
महाप्रबंधक (निर्माण), सभी भारतीय रेलें
महानिदेशक, अ.अ.मा.सं., लखनऊ
महानिदेशक, रेलवे स्टॉफ कालेज, वडोदरा
निदेशक, इरिसेन, इरीन, इरिसेट, इरिमी, आईआरआईटीएम,
मुख्य प्रशासनिक अधिकारी, कॉफमो, तिलक ब्रिज, नई दिल्ली
मुख्य प्रशासनिक अधिकारी, रेल कोच फैक्टरी/रायबरेली, किशन गंज, दिल्ली-7
मुख्य प्रशासनिक अधिकारी, रेल पहिया संयंत्र, बेला.

विषय: 01.04.2016 से मजदूरी और परिवर्तनीय महंगाई भत्ते की न्यूनतम दरों में संशोधन।

(i) सड़कों अथवा बिल्डिंग परिचालनों आदि का निर्माण अथवा अनुरक्षण (ii) पत्थरों को तोड़ने तथा क्रशिंग के लिए पत्थर की खानों (iii) रेलवे के माल शेडों, रेलों के पार्सल कार्यालयों में लदान तथा उतराई के कार्यों (iv) मैन्युअल स्केवेंजर्स नियोजन और शुष्क शौचालय सन्निर्माण (प्रतिबंध) अधिनियम, 1993 के अंतर्गत निषिद्ध कार्यकलापों को छोड़कर स्वीपिंग तथा सफाई के रोजगार कार्य और (v) वॉच एंड वार्ड के रोजगार कार्य के लिए लगाए गए ठेका श्रमिकों के लिए परिवर्तनीय महंगाई भत्ते की दरों में संशोधन करने के संबंध में क्रमश: 31.03.2016 के आदेश सं. (i) 1/13(3)/2016-एलएस.II, (ii) सं. 1/13(4)/2016-एलएस-II, (iii) सं.1/13/(5)/2016-एलएस.II, (iv) 1/13/(6) 2016-एलएस.II तथा (v) सं. 1/13/(7)/2016-एलएस.II की एक-एक प्रति इस पत्र के साथ सूचना एवं कड़ाई से अनुपालन के लिए भेजी जाती है। **ये दरें 01.04.2016 से लागू होंगी।**

2. **रेलें, प्रमुख नियोक्ता होने के नाते यह सुनिश्चित करें कि ठेकेदारों द्वारा ठेका श्रमिक (आर एंड ए) अधिनियम, 1970 तथा न्यूनतम मजदूरी अधिनियम, 1948 के प्रावधानों का कड़ाई से पालन हो रहा है और ठेका श्रमिकों के लिए निर्धारित की गई न्यूनतम मजदूरी की व्यवस्था की जा रही है।**

3. इसे रेल मंत्रालय के वित्त निदेशालय की सहमति से जारी किया जाता है। कृपया पावती दें।

डी.वी.राव

(डी.वी. राव)
निदेशक स्थापना (एलएल)
रेलवे बोर्ड

संलग्नक: यथोक्त (14 पृष्ठ)

No.1/13(3)/2016-LS-II
Government of India
Ministry of Labour& Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated:31/3/2016

O R D E R

In exercise of the powers conferred by Central Government vide Notification 1285(E) dated 20-5-2009 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 number for the preceding period of six months ending on 31.12.2015 reaching 266.83 from 256 (base 2001 = 100) and thereby resulting in an increase of 10.83 points for Industrial Workers as under. This order shall come into force w.e.f. 01.04.2016

The rates of Variable Dearness Allowance 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** would be as under:-

Category of worker	Rates of V.D.A. Area wise per day (in Rupees)		
	A	B	C
Unskilled	188.00	157.00	126.00
Semi-Skilled/Unskilled Supervisory	207.00	177.00	148.00
Skilled/Clerical	228.00	207.00	177.00
Highly Skilled	247.00	228.00	207.00

Therefore the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f. 01.04.2016 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	180.00 + 188.00 368.00	150.00 + 157.00 307.00	120.00 + 126.00 246.00
Semi-Skilled/Unskilled Supervisory	200.00 + 207.00 407.00	170.00 + 177.00 347.00	140.00 +148 .00 288.00
Skilled/ Clerical	220.00 + 228.00 448.00	200.00 + 207.00 407.00	170.00 +177.00 347.00
Highly Skilled	240.00 + 247.00 487.00	220.00 + 228.00 448.00	200.00 + 207.00 407.00

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory board meeting held of 26-8-2008.

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

(A.K.Nayak)
CHIEF LABOUR COMMISSIONER(C)

To

As per list attached

File No.1/13/(4)2016 LS-II
Government of India
Ministry of Labour& Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated:31/3/2016

ORDER

In exercise of the powers conferred by Central Government vide notification No. S.O. 278 (E), dated 3rd March ,2006 of the Ministry of Labour& Employment, the undersigned orders the payment of Variable Dearness Allowance to workers engaged in stone mines for **stone breaking & stone crushing** w.e.f 01.04.2016 on the basis of rise in the average consumer price index number reaching 1235.43 from 1185.28 (Base: 1982 = 100) and thereby resulting in an increase of 50.15 points calculated on the basis of average for the period of six months ending on 31.12.2015 . The revised rates of Variable Dearness Allowance w.e.f **01.04.2016** shall be as under :-

Item of work	Rates of Variable Dearness Allowance as on 01-04-2016
1. Excavation & removal of over burden with 50 meters lead/ 1.5 meters lift. *	
(i) Soft Soil	Rs. 143
(ii) Soft Soil with rock	Rs. 215
(ii) Rock	Rs.285
2. Removal and stacking of rejected stones with 50 metres lead/ 1.5 Metres lift. *	Rs.116
3. Stone breaking or Stone Crushing for the Stone size of:-	
1.0 inch to 1.5 inches	Rs. 881
Above 1.5 inches to 3.0 inches	Rs. 754
Above 3.0 inches to 5.0 inches	Rs. 442
Above 5.0 inches	Rs. 363

Therefore, the minimum piece rate wages showing the basic and Variable Dearness Allowance payable w.e.f. 01.04.2016 to the employees employed in Stone breaking or stone Crushing 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.103.53	+	Rs.143	=	Rs.247
(ii) Soft Soil with rock	Rs.157.78	+	Rs.215	=	Rs.373
(iii) Rock	Rs.208.09	+	Rs.285	=	Rs.494
2. Removal and stacking of rejected stones with 50 meters lead/ 1.5 meters lift. *	Rs. 82.44	+	Rs.116	=	Rs.199
3. Stone Breaking or Stone Crushing for stone size of category **					
	Basic Wages		**VDA**		**Total**
(i) 1.0 inch to 1.5 inches	Rs.646.44	+	Rs. 881	=	1528
(ii) Above 1.5 inches to 3.0 inches	Rs.552.12	+	Rs. 754	=	1307
(iii) Above 3.0 inches to 5.0 inches	Rs.322.69	+	Rs.442	=	765
(iv) Above 5.0	Rs.264.47	+	Rs.363	=	628

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 cube meters (100 cubic feet)
** Per truck of 5.662 cubic meters (200 cubic feet)

(A.K.Nayak)
CHIEF LABOUR COMMISSIONER (C)

To

As per list attached.

No.1/13(5)/2016-LS-II
Government of India
Ministry of Labour& Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated:31/3/2016

ORDER

In Exercise of the powers conferred by Central Government vide notification No. S.O. 1284 (E), dated 20.05.2009, of the Ministry of Labour& Employment the undersigned, hereby revise the rates of Variable Dearness Allowance on the basis of the Average Consumer Price Index number for the preceding period of six months ending on 31.12.2016 reaching 266.83 from 256 (Base: 2001 = 100) and thereby resulting in an increase of 10.83 points for **Industrial workers** and direct that this order shall come into force w.e.f. 01.04.2016.

RATES OF V.D.A. FOR EMPLOYEES EMPLOYED IN **LOADING AND UNLOADING IN (i) GOODS SHEDS, PARCEL OFFICES OF RAILWAYS, (ii) OTHER GOODSHEDS, GODOWNS, WAREHOUSES ETC. AND (iii) DOCKS AND PORTS** would be as under:-

AREA	RATES OF V.D.A. PER DAY (IN RS.)
'A'	188.00
'B'	157.00
'C'	126.00

Therefore the minimum rates of wages showing the basic rates and variable Dearness Allowance payable w.e.f. 01.04.2016 would be as under:-

AREA	RATES OF WAGES PLUS V.D. A. PER DAY				
	Basic Wages (Rs.)		V.D.A. (Rs.)		Total (Rs.)
'A'	180.00	+	188.00	=	368.00
'B'	150.00	+	157.00	=	307.00
'C'	120.00	+	126.00	=	246.00

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board meeting held on 26-8-2008.

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

(A.K.Nayak)
CHIEF LABOUR COMMISSIONER(C)

To

As per list attached.

No.1/13(6)/2016-LS-II
Government of India
Ministry of Labour& Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated:31/3/2016

ORDER

In exercise of the powers conferred by the Central Government Vide Notification No. S.O.1994(E) dated 7th Aug., 2008 of the Ministry of Labour & Employment, the undersigned hereby revise the rates of Variable Dearness Allowance for the employees engaged in "**Employment of Sweeping and Cleaning excluding activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993"**w.e.f. 31.12.2015 on the basis of rise in the average consumer price index number reaching 266.83 from 256 (Base 2001 – 100) and thereby resulting in an increase of 10.83 points calculated on the basis of average for the period of six months ending on 31.12.2015 The revised rates of Variable Dearness Allowance w.e.f. 01.04.2016 shall be as under:-

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" would be as under:-

AREA	RATES OF V.D.A. PER DAY (in Rs.)
A	188.00
B	157.00
C	126.00

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f 01.04.2016 would be as under:-

AREA	RATES OF WAGES PLUS V.D.A PER DAY				
	Basic Wages (Rs.)		V.D.A (Rs.)		Total (Rs.)
A	180.00	+	188.00	=	368.00
B	150.00	+	157.00	=	307.00
C	120.00	+	126.00	=	246.00

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board meeting held on 26.8.2008.

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

(A.K.Nayak)
CHIEF LABOUR COMMISSIONER(C)

To

As per list attached

No.1/13(7)/2016-LS-II
Government of India
Ministry of Labour& Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated:31/3/2016

ORDER

In exercise of the powers conferred by the Central Government Vide Notification No.S.O.2288(E) dated 18th September, 2012 of the Ministry of Labour & Employment, the undersigned hereby revise the rates of Variable Dearness Allowance the employees engaged in "**Employment of Watch and Ward**" on the basis of rise in the average consumer price index number reaching 266.83 from 256 (Base 2001 - 100) and thereby resulting in an increase of 10.83 points calculated on the basis of average for the period of six months ending on 31.12.2015. The rates of Variable Dearness Allowance w.e.f. **01.04.2016** shall be as under:-

I. RATES OF V.D.A.FOR EMPLOYEES EMPLOYED IN **WATCH AND WARD** (**without arms**) would be as under:-

AREA	RATES OF V.D.A. PER DAY (in Rs.)
A	207.00
B	177.00
C	148.00

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f 01.04.2016 to employees employed in **WATCH AND WARD** (**without arms**) would be as under:-

AREA	RATES OF WAGES PLUS V.D.A PER DAY				
	Basic Wages (Rs.)		V.D.A (Rs.)		Total Rs.)
A	200.00	+	207.00	=	407.00
B	170.00	+	177.00	=	347.00
C	140.00	+	148.00	=	288.00

II. RATES OF V.D.A.FOR EMPLOYEES EMPLOYED IN **WATCH AND WARD (with arms)** would be as under:-

AREA	RATES OF V.D.A. PER DAY (in Rs.)
A	228.00
B	207.00
C	177.00

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f. 01.04.2016 to employees employed in **WATCH AND WARD (with arms)** would be as under:-

AREA	RATES OF WAGES PLUS V.D.A PER DAY				
	Basic Wages (Rs.)		V.D.A (Rs.)		Total (Rs.)
A	220.00	+	228.00	=	448.00
B	200.00	+	207.00	=	407.00
C	170.00	+	177.00	=	347.00

The VDA has been rounded off to the next higher rupee as per the decision of the Minimum Wages Advisory Board meeting held on 26.8.2008.

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

(A.K.Nayak)
CHIEF LABOUR COMMISSIONER(C)

To

As per list attached.

Classification of cities for purposes of fixation of Minimum Wages of scheduled employments in the Central Sphere

AREA – "A"

1	Ahmedabad	(UA)
2	Bengaluru	(UA)
3	Kolkata	(UA)
4	Delhi	(UA)
5	Greater Mumbai	(UA)
6	Hyderabad	(UA)
7	Kanpur	(UA)
8	Lucknow	(UA)
9	Chennai	(UA)
10	Nagpur	(UA)
11	Faridabad Complex	
12	Ghaziabad	
13	Gurgaon	
14	Noida	
15	Secunderabad	
16	Navi Mumbai	

AREA – "B"

1	Agra	(UA)
2	Ajmer	
3	Aligarh	
4	Allahabad	(UA)
5	Amravati	
6	Amritsar	(UA)
7	Aurangabad	(UA)
8	Bareilly	(UA)
9	Bhavnagar	
10	Bikaner	
11	Bhopal	
12	Bhubaneswar	
13	Chandigarh	(UA)
14	Coimbatore	(UA)
15	Cuttack	(UA)
16	Durgapur	
17	Gorakhpur	
18	Guwahati City	
19	Guntur	
20	Gwalior	(UA)
21	Indore	(UA)
22	Hubli-Dharwad	
23	Jabalpur	(UA)
24	Jaipur	(UA)

25	Jabalpur	(UA)
26	Jamshedpur	(UA)
27	Jodhpur	
28	Kochi	(UA)
29	Kolhapur	(UA)
30	Kozhikode	(UA)
31	Kota	
32	Ludhiana	
33	Madurai	(UA)
34	Meerut	(UA)
35	Moradabad	(UA)
36	Mysore	(UA)
37	Nasik	(UA)
38	Pune	(UA)
39	Patna	(UA)
40	Raipur	(UA)
41	Rajkot	
42	Ranchi	(UA)
43	Solapur	
44	Srinagar	(UA)
45	Surat	(UA)
46	Thiruvanantapuram	(UA)
47	Vadodara	(UA)
48	Varanasi	(UA)
49	Vijayawada	(UA)
50	Vishakhapatnam	(UA)
51	Warangal	
52	Mangalore	(UA)
53	Puducherry	(UA)
54	Salem	(UA)
55	Tiruppur	(UA)
56	Tiruchirappalli	(UA)
57	Asansol	(UA)
58	Belgaum	(UA)
59	Bhiwandi	(UA)
60	Dhanbad	(UA)
61	Dehradun	(UA)
62	Jammu	(UA)
63	Jalandhar Cantt.	
64	Jamnagar	(UA)
65	Durg-Bhilai Nagar	(UA)

Area 'C' will comprise all areas not mentioned in this list

NB U.A. stands for Urban Agglomeration.

To

1. All Dy. CLCs(C)/RLCs(C) with a request to inform all the concerned Trade Unions and Employers. Also issue Press Note in English and in a local language to the News papers of the areas to give vide publicity to the above rates.
2. All Central Trade Unions.
3. Labour Departments of All State Governments/Union Territories.
4. C.P.W.D., Ministry of Urban Development, Nirman Bhavan, New Delhi.
5. Ministry of Labour & Employment (Wage Cell), New Delhi, (15Copies).
6. Ministry of Law, Legislative Department (GSRO Section), New Delhi (15 copies).
7. Ministry of Steel & Mines, Department of Mines, New Delhi.
8. Ministry of Steel, New Delhi.
9. Ministry of Railways, New Delhi ~~(Sh. A.D.Ramachandran~~, Director Establishment L.I Room No. 454-A).
10. Ministry of Defence, New Delhi.
11. Ministry of Agriculture, Krishi Bhavan, New Delhi.
12. Ministry of Rural Development, Krishi Bhavan, New Delhi.
13. Ministry of Food Processing, Panchsheel Bhawan, Khel Gaon Complex, New Delhi.
14. Library, Parliament House, New Delhi.
15. Secretary General, Lok Sabha Secretariat, New Delhi.
16. Labour Bureau, Chandigarh.
17. Chairman & Members, Minimum Wages Advisory Board.
18. Indian Council of Agricultural Research (Coord. Section), Krishi Bhavan, New Delhi.
19. Executive Secretary, Federation of Mining Association of Rajasthan, Kalyan Bhavan, Shah Building, Chaura Rasta, Jaipur.
20. Federation of Indian Mineral Industries, 301, Bakshi House, 40-41, Nehru Place, New Delhi- 10019.
21. NIC Centre, Ministry of Labour & Employment New Delhi with a request to upload the order in the Ministry of labour & Employment and CLC (C) websites.