

Serial No. 210/2018

EASTERN RAILWAY

No. E. 696/0/Vol. IV

Kolkata, Dated 29.11.2018

ALL CONCERNED

Sub: Minimum rates of wages and variable dearness allowance
w.e.f. 01.10.2018.

Enclosed please find Railway Board's letters No. 2016/E (LL)/AT/MW/1 dated 05.11.2018 (RBE No. 169/2018) appended for information, guidance and necessary action.

This serial circular is available on Eastern Railway's website viz. URL No. <http://www.er.indianrailways.gov.in> under About us → Department → Personnel → CODEs, MANUALs, CPO's Serial Circulars → CPO's SERIAL CIRCULARS.

Index No. 1020: Minimum rates of wages and variable dearness allowance w.e.f. 01.10.2018.

DA: As above.


(Anjan Ray)
Dy. Chief Personnel Officer/G
for Principal Chief Personnel Officer

भारत सरकार/GOVERNMENT OF INDIA
रेलमंत्रालय/MINISTRY OF RAILWAYS
(रेलवे बोर्ड/RAILWAY BOARD)

RBE No. 169/2018

New Delhi dated: 05.11.2018

No. 2016/E (LL)/AT/MW/1

The General Managers, Zonal Railways, Production Units.
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, IRISSET, 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: Minimum rates of wages and variable dearness allowance w.e.f. 01.10.2018.

A copy each of Orders No. (i) 1/38(1)/2018-LS-II, (ii) 1/38(2)/2018-LS-II, (iii) No.1/38(3)/2018-LS-II, (iv) No.1/38(4)/2018LS-II (v) No.1/38(5)/2018-LS-II (vi)1/38(6)/2018-LS-II and (vii) 1/38(7)/2018-LS-II dated 28.09.2018 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 Mines Ore Mines, Granite Mines, Rock Phosphate Mines, Hematite Mines Marble and Calcite Mines, Uranium Mines, Mica Mines, Lignite Mines, Gracel 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) Stone mines (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 (vii) Loading and unloading in (i) Goods sheds, parcel offices of Railways, (ii) other goods-sheds, godowns, warehouses and other similar employments; (iii) Docks and Ports; And (iv) Passengers goods and Cargo Carried out at Airports (Both International and Domestic). The rates are applicable w.e.f. 01.10.2018.

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.


(Manju)

Jt. Director Establishment (LL)
Railway Board

D.A.: As above (10 pages)

Contd...../-

No. 2016/E (LL)/AT/MW/

New Delhi dated: 05.11.2018

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

Signature

For Financial Commissioner (Railways)

No. 2016/E (LL)/AT/MW/1

New Delhi dated: 05.11.2018

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

Manju
(Manju)

Jt. Director Establishment (LL)

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

S.N. 29

File No.1/38(1)/2018-LS-II
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated: 18/9/2018

ORDER

[In exercise of the powers conferred by Central Government vide Notification No. 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 workers employed in **Agriculture** w.e.f. 01.10.2018 on the basis of the average Consumer Price Index for Industrial workers reaching 288.33 from 286 as on 30.06.2018 (Base 2001-100) and thereby resulting in an increase of 2.33 points. The revised Variable Dearness Allowance as under would be payable from 01.10.2018:-

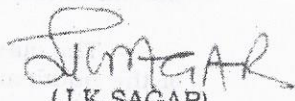
Category of worker	Rates of V.D.A. Area wise per day (in Rupees)		
	'A'	'B'	'C'
Unskilled	22	21	21
Semi-Skilled/Unskilled Supervisory	25	22	21
Skilled/Clerical	27	25	22
Highly Skilled	29	27	25

Therefore, the minimum rates of wages including the basic rates and Variable Dearness Allowance payable w.e.f. 01.10.2018 to the employees working in Agriculture would be as under:-

Category of worker	Rates of wages including V.D.A. Area wise per day (in Rupees)		
	A	B	C
Unskilled	333+22=355	303+21=324	300+21=321
Semi-Skilled/Unskilled Supervisory	364+25=389	335+22=357	307+21=328
Skilled/Clerical	395+27=422	364+25=389	334+22=356
Highly Skilled	438+29=467	407+27=434	364+25=389

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.


(J.K. SAGAR)
CHIEF LABOUR COMMISSIONER(C)

To

As per list attached.

F.No.1/38(2)/2018-LS-II
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated: 8/9/2018

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 number for the preceding period of six months ending on 30.06.2018 reaching 288.33 from 286 (base 2001=100) and thereby resulting in an increase of 2.33 points for **Industrial Workers** as under. This order shall come into force w.e.f. 01.10.2018.

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.**

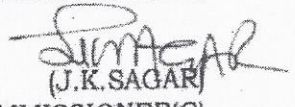
Category of worker	Rates of V.D.A. (in Rs.) per day	
	For work above ground	For work below ground
Unskilled	23	29
Semi-Skilled/Unskilled Supervisory	29	35
Skilled/ Clerical	35	41
Highly Skilled	41	45

Therefore the minimum rates of wages showing the basic rates and Variable Dearness Allowance Payable w.e.f. 01.10.2018 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+23=373	437+29=466
Semi-Skilled/Unskilled Supervisory	437+29=466	523+35=558
Skilled/ Clerical	523+35=558	610+41=651
Highly Skilled	610+41=651	683+45=728

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.


(J.K. SAGAR)
CHIEF LABOUR COMMISSIONER(C)

To
As per list attached.

F.No.1/38(3)/2018-LS-II
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated: 28/9/2018

ORDER

In exercise of the powers conferred by Central Government vide Notification 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 number for the preceding period of six months ending on 30.06.2018 reaching 288.33 from 286 (base 2001 = 100) and thereby resulting in an increase of 2.33 points for **Industrial Workers** as under. This order shall come into force w.e.f. 01.10.2018

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.**

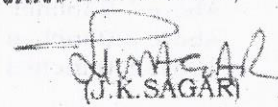
Category of worker	Rates of V.D.A. Area wise per day (in Rupees)		
	A	B	C
Unskilled	35	29	23
Semi-Skilled/Unskilled	38	33	27
Supervisory			
Skilled/Clerical	42	38	33
Clerical	45	42	38

Therefore the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f. 01.10.2018 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+35=558	437+29=466	350+23=373
Semi-Skilled/Unskilled	579+38=617	494+33=527	410+27=437
Supervisory			
Skilled/ Clerical	637+42=679	579+38=617	494+33=527
Highly Skilled	693+45=738	637+42=679	579+38=617

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.


J.K. SAGAR
CHIEF LABOUR COMMISSIONER(C)

To
As per list attached

File No.1/38/(4)2018 LS-II
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated: 28/9/2018

ORDER

In exercise of the powers conferred by the Central Government Vide Notification No.S.O.189(E) dated 19th January, 2017 of the Ministry of Labour & Employment, the undersigned hereby revise the rates of Variable Dearness Allowance on the basis average consumer price index number for the preceding period of six month ending on 30.06.2018 reaching 288.33 from 286 (Base 2001 - 100) and thereby resulting in an increase of 2.33 points for **Industrial workers** and direct that this order shall come into force w.e.f. 01.10.2018.

RATES OF V.D.A.FOR EMPLOYEES EMPLOYED IN "**STONE MINES**" would be as under:-

Item of work	Rates of Variable Dearness Allowance as on 01-10-2018
1. Excavation & removal of over burden with 50 meters lead/ 1.5 meters lift. *	
(i) Soft Soil	Rs. 25
(ii) Soft Soil with rock	Rs. 35
(ii) Rock	Rs.47
2. Removal and stacking of rejected stones with 50 metres lead/ 1.5 Metres lift. *	Rs.19
3. Stone breaking or Stone Crushing for the Stone size of:-	
1.0 inch to 1.5 inches	Rs. 141
Above 1.5 inches to 3.0 inches	Rs. 120
Above 3.0 inches to 5.0 inches	Rs. 72
Above 5.0 inches	Rs. 59

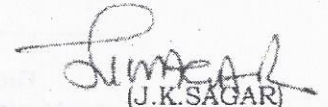
Therefore, the minimum piece rate wages showing the basic and Variable Dearness Allowance payable w.e.f. 01.10.2018 to the employees employed in Stone Mines shall be as under:-

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.25 =	Rs. 376
(ii) Soft Soil with rock	Rs.531 +	Rs.35 =	Rs.566
(iii) Rock	Rs.703 +	Rs.47 =	Rs.750
2. Removal and stacking of rejected stones with 50 meters lead/ 1.5 meters lift. *	Rs. 283 +	Rs.19 =	Rs.302
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. 141 =	2312
(ii) Above 1.5 inches to 3.0 inches	Rs.1857 +	Rs. 120 =	1977
(iii) Above 3.0 inches to 5.0 inches	Rs.1088 +	Rs.72 =	1160
(iv) Above 5.0	Rs.893 +	Rs.59 =	952

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 load of 5.662 cubic meters (200 cubic feet)


(J.K.SAGAR)

CHIEF LABOUR COMMISSIONER (C)

To

As per list attached.

No.1/38(5)/2018-LS-II
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated: 28/9/2018

ORDER

In exercise of the powers conferred by the Central Government Vide Notification No. S.O.190(E) dated 19th January, 2017 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 month ending on 30.6.2018 reaching 288.33 from 286 (Base 2001-100) and thereby resulting in an increase of 2.33 points for **Industrial workers** and direct that this order shall come into force w.e.f. 01.10.2018.

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".

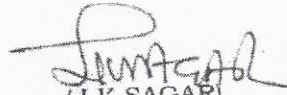
AREA	RATES OF V.D.A. PER DAY (in Rs.)
A	35
B	29
C	23

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f 01.10.2018 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	+	35	= 558
B	437	+	29	= 466
C	350	+	23	= 373

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.


(J.K. SAGAR)
CHIEF LABOUR COMMISSIONER(C)

To

As per list attached

File No.1/38(6)/2018-LS-II
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated: 28/9/2018

ORDER

In exercise of the powers conferred by the Central Government Vide Notification No.S.O.191(E) dated 19th January, 2017 of the Ministry of Labour & Employment, the undersigned hereby revise the rates of Variable Dearness Allowance on the basis average consumer price index number for the preceding period of six month ending on 30.6.2018 reaching 288.33 from 286 (Base 2001 - 100) and thereby resulting in an increase of 2.33 points for **Industrial workers** and direct that this order shall come into force w.e.f. 01.10.2018.

AREA	RATES OF V.D.A. PER DAY (in Rs.)
A	42
B	38
C	33

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f 01.10.2018 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	637	+	42	= 679
B	579	+	38	= 617
C	494	+	33	= 527

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

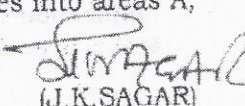
AREA	RATES OF V.D.A. PER DAY (in Rs.)
A	45
B	42
C	38

Therefore, the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f. 01.10.2018 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	693	+	45	= 738
B	637	+	42	= 679
C	579	+	38	= 617

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.


(J.K.SAGAR)
CHIEF LABOUR COMMISSIONER(C)

To
As per list attached.

File No.1/38(7)/2018-LS-II
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner(C)
New Delhi

Dated: 30/9/2018

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 & 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 30.06.2018 reaching 288.33 from 286 (Base: 2001 = 100) and thereby resulting in an increase of 2.33 points for **Industrial workers** and direct that this order shall come into force w.e.f. 01.10.2018.

RATES OF V.D.A. FOR EMPLOYEES EMPLOYED IN LOADING AND UNLOADING IN (i) GOODS SHEDS, PARCEL OFFICES OF RAILWAYS, (ii) OTHER GOODS-SHEDS, GODOWNS, WAREHOUSES AND OTHER SIMILAR EMPLOYMENTS; (iii) DOCKS AND PORTS; AND (iv) PASSENGERS 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. 01.10.2018 to the employees would be as under:-

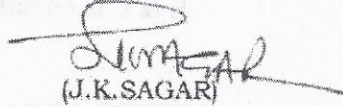
AREA	RATES OF V.D.A. PER DAY (IN RS.)
'A'	35
'B'	29
'C'	23

Therefore the minimum rates of wages showing the basic rates and variable Dearness Allowance payable w.e.f. 01.10.2018 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	+	35	= 558
'B'	437	+	29	= 466
'C'	350	+	23	= 373

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.


(J.K. SAGAR)

CHIEF LABOUR COMMISSIONER(C)

To

As per list attached.

Explanation: For the purposes of the notification,-

- 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 or Cantonment Board or Notified Area Committee of a particular place. Area "C" shall comprise of all the other places not mentioned in Area "A" and "B" of the Annexure and to which the Minimum Wages Act, 1948 (11 of 1948) extends;
- the places added or upgraded from time to time by the Ministry of Finance for the purpose of payment of House Rent Allowance to Central Government employees shall be taken to be added from the date of such addition or up-gradation for the purposes of classification specified in Annexure to this notification;
- 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 employees;
- the minimum rates of wages include the wages for weekly day of rest;
- the minimum rates of wages are applicable to employees employed by contractors also;
- the minimum rates of wages for disabled persons shall be the same as payable to the workers of appropriate category;
- the men, women and transgender employees shall be entitled for the same rates of wages for the same work or work of similar nature;
- 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(11 of 1948).

[F. No. S-32017/1/2016-WC (MW)]

Dr. D. CHAUDHURI, Dy. Director General

ANNEXURE

CLASSIFICATION OF AREAS

AREA - "A"					
Ahmedabad	(UA)	Hyderabad	(UA)	Faridabad complex	(M. Corpn)
Bangalore	(UA)	Kanpur	(UA)	Ghaziabad	(UA)
Delhi	(UA)	Chennai	(UA)	Noida	
Greater Mumbai	(UA)	Nagpur	(UA)	Secunderabad	
Kolkata	(UA)	Lucknow	(UA)	Gurgaon	(M. Corpn)
Navi Mumbai	(UA)	Pune	(UA)		
AREA - "B"					
Agra	(UA)	Gwalior	(UA)	Port Blair	(UA)
Ajmer	(UA)	Hubli-Dharwad	(M. Corpn)	Puducherry	(UA)
Aligarh	(UA)	Indore	(UA)	Raipur	(UA)
Allahabad	(UA)	Jabalpur	(UA)	Raurkela	(UA)
Anuvati	(M. Corpn)	Jampur	(M. Corpn)	Rajkot	(UA)
Anurisar	(UA)	Jalandhar	(UA)	Ranchi	(UA)
Asansol	(UA)	Jalandhar-Cantt.	(UA)	Saharanpur	(M. Corpn)
Aurangabad	(UA)	Jammu	(UA)	Salem	(UA)
Bareilly	(UA)	Jamnagar	(UA)	Sangli	(UA)
Belgaum	(UA)	Jamshedpur	(UA)	Shillong	
Bhavnagar	(UA)	Jhansi	(UA)	Siliguri	(UA)
Bhawandi	(UA)	Jodhpur	(UA)	Solapur	(M. Corpn)
Bhopal	(UA)	Kanpur	(UA)	Srinagar	(UA)
Bhubaneswar	(UA)	Kochi	(UA)	Surat	(UA)
Bikaner	(M. Corpn)	Kolhapur	(UA)	Thiruvananthapuram	(UA)
Bokaro Steel	(UA)	Kolam	(UA)	Thiruvallur	(UA)

City					
Chandigarh	(UA)	Kota	(M. Corpn)	Trichirappalli	(UA)
Coimbatore	(UA)	Kozhikode	(UA)	Tiruppur	(UA)
Cuttack	(UA)	Ludhiana	(M. Corpn)	Ujjain	(M. Corpn)
Dehradun	(UA)	Madurai	(UA)	Vadodra	(UA)
Dhanbad	(UA)	Malappuram	(UA)	Varnasi	(UA)
Durgapur	(UA)	Malegaon	(UA)	Vasai- Virar City	(M. Corpn)
Durg-Bhilai Nagar	(UA)	Mangalore	(UA)	Vijayawada	(UA)
Erode	(UA)	Meerut	(UA)	Vishakhapatnam	(M. Corpn)
Ferozabad		Moradabad	(M. Corpn)	Warangal	(UA)
Goa		Mysore	(UA)		
Gorakhpur	(UA)	Nanded Waghada	(M. Corpn)		
Greater Visakhapatnam	(M. Corpn)	Nasik	(UA)		
Gulbarga	(UA)	Nellore	(UA)		
Guntur	(UA)	Panchkula	(UA)		
Guwahati	(UA)	Patna	(UA)		

Note 1.- Area 'C' shall comprise all areas not mentioned in this list but to which the Minimum Wages Act, 1948 (11 of 1948) extends.

Note 2.- U.A. means Urban Agglomeration.