

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: 30/03/2026

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 revises the rates of Variable Dearness Allowance on the basis of the average Consumer Price Index for Industrial workers reaching 424.80 from 413.52 as on 31.12.2025 (Base 2016=100) and thereby resulting in an increase of 11.28 points. The revised Variable Dearness Allowance as under shall be payable from 01.04.2026:-

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	304	256	206
Semi-Skilled/Unskilled Supervisory	339	287	240
Skilled/Clerical	371	339	287
Highly Skilled	401	371	339

Therefore the minimum rates of wages showing the basic rates and Variable Dearness Allowance payable w.e.f. 01.04.2026 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+304=827	437+256=693	350+206=556
Semi-Skilled/Unskilled Supervisory	579+339=918	494+287=781	410+240=650
Skilled/ Clerical	637+371=1008	579+339=918	494+287=781
Highly Skilled	693+401=1094	637+371=1008	579+339=918



Haryana Government Gazette

EXTRAORDINARY

Published by Authority

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No. 51-2026/Ext.] CHANDIGARH, THURSDAY, APRIL 9, 2026 (CHAITRA 19, 1948 SAKA)

HARYANA GOVERNMENT

LABOUR DEPARTMENT

Notification

The 9th April, 2026

No. 2/25/26-2 Lab.— In exercise of powers conferred by Sub-Section (3) of Section 8 of the Code on Wages, 2019 (No. 29 of 2019), the Governor of Haryana after considering the report submitted by the Committee and Sub-Committee constituted under section 8 of the Code on Wages, 2019 as per notification no. 2/5/2026-2 Lab the 04-02-2026 to advise the Government in respect of fixation or revision of minimum rates of wages for the State of Haryana, hereby fixes/revise the basic minimum rates of wages in respect of all the employments with effect from 1st April, 2026 in the State of Haryana, which were previously fixed/revised *vide* Haryana Government, Labour Department, Notification 3/42/83-3 Lab dated the 21st October, 2015.

Minimum rates of wages with effect from 1st April, 2026 in respect of all the Employments in the State of Haryana.

Sr. No.	Categories of Workers	Basic Minimum Rates of Wages	
		Per month	Per day
1.	Unskilled	15220.71	585.41
2	Semi-Skilled	16780.74	645.41
3	Skilled	18500.81	711.56
4	Highly-Skilled	19425.85	747.14

The above minimum wages rates shall be applicable in all establishments defined under section 2 (m), factories defined under section 2 (n) also includes employee as defined under section 2(k), workers defined under section 2(z) and contract labour defined under section 2(g) of the Code on Wages, 2019.

The rate of wages applicable on brick kilns will be notified separately.

Notes:

- The Minimum rates of wages notified herein above are basic rates of minimum wages which are not permitted to be segregated into components in the form of allowances by the employer. There shall be 100% neutralization of the rise or fall of the consumer price index number on pro rata basis; the adjustment in wages shall be made further as prescribed in Code on Wages Rules, 2026.