GOVERNEMENT OF GOA




REPORT ON RURAL WAGES 2021-22



DIRECTORATE OF PLANNING, STATISTICS & EVALUATION
PORVORIM, GOA

PREFACE

This annual brochure on Rural Wages is the 39th in the series and incorporates the Average daily wages of Agricultural Labourers and Labourers engaged in Skilled and Unskilled activities in Goa for the year 2021-22 (July to June) for various agricultural and non-agricultural activities.

The data presented assumes significance as it systematically captures wage movements across field crop activities, plantation crops, and skilled and unskilled occupations, by disaggregates information at the taluka, district and gender levels.

The taluka-wise and district wise analysis, gender-wise comparisons offer a comprehensive view of wage differentials, emerging disparities and sector-specific trends and are essential for framing policies related to employment, wage regulation, rural development and infrastructure planning.

The Directorate of Planning, Statistics and Evaluation remains firmly committed to the principles of accuracy, consistency and methodological transparency. Every effort has been made to ensure that the data presented are reliable, comparable and reflective of ground-level realities.

Constructive feedback and suggestions for further strengthening this publication are welcome to improve the content and quality of this publication.

(Vijay B. Saxena)
Director

Place: Porvorim- Goa.
Date: January 2026

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INTRODUCTION & SCOPE

This report presents a comprehensive analysis of the average daily wages earned by labourers engaged in agricultural, plantation, and selected skilled and unskilled activities in Goa during the year 2021–22. The objective of the study is to examine the structure and variation of wages across activities, regions, and gender, and to identify key patterns and disparities that characterise the labour market in the State.

The analysis is based on taluka-level wage data for both North Goa and South Goa districts, disaggregated by men and women, and covers a broad range of activities reflecting the occupational diversity of Goa's workforce. Wages reported represent average daily earnings in rupees, and the analysis utilizes simple averages at the district and State levels, derived directly from taluka-level figures. Activities reported as not performed or not prevalent in a taluka are treated accordingly and are not interpreted as zero wages. The study strictly relies on the reported data and does not involve recomputation or adjustment of wage figures. The scope of the report encompasses three major segments of labour activity.

The first segment covers agricultural field crop activities, including operations such as digging, ploughing, transplanting, irrigation, manuring, weeding, harvesting, threshing, and general agricultural work. The second segment examines plantation crop activities, comprising preparatory plantation operations, harvesting by crop category, specialised plantation activities such as toddy tapping and nira extraction, and post-harvest processes including dehusking. The third segment focuses on skilled and unskilled non-agricultural activities, incorporating traditional skilled trades, construction-related work, service-oriented occupations, and casual labour.

Within each segment, the analysis is structured to provide a multi-level perspective, beginning with taluka-wise examination to capture local wage variations, followed by district-wise analysis to highlight regional contrasts, and concluding with gender-wise comparisons to assess wage differentials and participation patterns between men and women. The analytical approach emphasizes descriptive and comparative assessment, including identification of minimum and maximum wage levels, intra- and inter-activity wage dispersion, percentage differences, and relative positioning of activities within the overall wage hierarchy.

The report is intended to offer an integrated understanding of wage dynamics in Goa, highlighting how wages vary not only by sector and skill level but also by gender and regional context. While the analysis identifies clear patterns and disparities, it does not attempt to attribute causality or assess productivity, cost of living, or employment volumes. Instead, the focus remains on presenting a clear, data-driven portrayal of wage structures, serving as a factual basis for policy discussion, planning, and further research on labour and wage conditions in the State.

About The Tables

Table 1: Taluka-wise Average Daily Wages of Agricultural Labourers in Agricultural Field Crop Activities, 2021–22

Table 1 (on pages 9 and 15) presents the taluka-wise average daily wages earned by male and female agricultural labourers, respectively, engaged in agricultural field crop activities during the year 2021–22 in North Goa and South Goa. The table provides activity-wise wage information covering major field operations such as digging, ploughing, transplanting, irrigation, manuring, weeding, harvesting, and threshing, along with wages for general agriculture work.

The tabular data enables comparison of wage levels across activities within each taluka, identification of minimum and maximum wages, and assessment of intra-taluka wage dispersion. It also facilitates inter-taluka and inter-district comparisons, highlighting differences in wage structures between North Goa and South Goa. Overall, the table serves as the basis for analysing regional variations, activity-wise wage differentiation, and overall earning patterns of agricultural labourers engaged in agricultural field crop activities in Goa.

Table 2: Taluka-wise Average Daily Wages of Agricultural Labourers in Plantation Crop Activities, 2021–22

Table 2 (on pages 24 & 32) presents the taluka-wise average daily wages earned by male and female agricultural labourers, respectively, engaged in plantation crop activities during 2021–22 in North Goa and South Goa. The table provides activity-wise wage data for major plantation operations, including digging of pits, plantation, green manuring, water irrigation, harvesting of plantation crops (coconut, arecanut, and others), cashew apple and nut collection, toddy tapping, nira extraction, and dehusking activities.

The table enables assessment of wage variation across plantation activities within each taluka, identification of wage premiums associated with harvesting and specialised plantation operations, and comparison of preparatory, harvesting, and post-harvest activities. It also facilitates inter-taluka and inter-district comparisons, highlighting differences in wage structures between North Goa and South Goa, as well as the extent of intra-taluka wage dispersion across different types of plantation work. Overall, the table forms the basis for analysing activity-

specific wage differentiation and earning patterns of agricultural labourers in plantation agriculture in Goa.

Table 3: Taluka-wise and District-wise Average Daily Wages of Agricultural Labourers in Skilled and Unskilled Activities, 2021–22

Table 3 (on pages 41 & 48) presents the taluka-wise and district-wise average daily wages earned by agricultural labourers engaged in skilled and unskilled activities during 2021–22, with separate wage information for men and women, respectively, in North Goa and South Goa. The table covers major skilled occupations such as carpentry, masonry, blacksmithing, bamboo and cane work, pottery, weaving, stone cutting, and other skilled activities, along with key unskilled activities including cattle grazing, washerman/washerwoman work, casual labour, and other unskilled work.

The table facilitates comparison of wage levels across skill categories, assessment of the skill premium within and across talukas, and identification of intra-taluka and inter-district wage dispersion. By presenting gender-disaggregated wages, it also enables examination of differences in participation and remuneration between men and women in skilled and unskilled labour markets. Overall, the table provides a comprehensive basis for analysing skill-based wage differentiation, regional variation, and gender disparities in non-agricultural labour activities in Goa during 2021–22.

Table No. I

Taluka-wise and Sex-wise distribution of average Daily Wages of Agricultural Labourers for Agricultural Field Crops Activities in Goa State during the year 2021-22

MEN **(in ₹)**

Sr. No.	District/Taluka	Digging	Ploughing	Transplanting	Irrigation	Manuring	Weeding	Harvesting	Threshing	General Agriculture work
1	2	3	4	5	6	7	8	9	10	11
1	Bardez	628	609	569	544	388	544	686	581	642
2	Bicholim	600	600	600	600	600	600	600	600	600
3	Pernem	575	575	575	575	575	550	500	575	575
4	Sattari	600	600	600	600	600	600	600	600	600
5	Tiswadi	500	400	500	400	400	500	500	400	467
NORTH GOA		**581**	**557**	**569**	**544**	**513**	**559**	**577**	**551**	**577**
6	Ponda	567	570	525	400	400	400	600	400	550
7	Canacona	575	725	0	0	500	0	800	800	750
8	Darbandora	667	700	650	550	600	600	650	650	600
9	Mormugao	888	1175	713	712	0	1000	1000	967	881
10	Quepem	863	813	825	825	825	825	846	763	838
11	Salcete	800	1000	600	750	750	675	850	750	750
12	Sanguem	633	733	733	733	667	700	667	650	675
SOUTH GOA		**713**	**817**	**674**	**662**	**624**	**700**	**773**	**711**	**721**
Average for Goa State		**658**	**708**	**626**	**572**	**573**	**572**	**692**	**645**	**661**

Taluka-wise Agricultural Field Crop Activities for Men

The taluka-level analysis of average daily wages earned by male agricultural labourers in field crop activities during 2021–22 reveals considerable variation across talukas, activities, and districts, reflecting differences in labour demand, nature of operations, and local economic conditions.

In North Goa, wage levels were relatively moderate and, in several talukas, exhibited limited dispersion across activities. In Bardez, wages ranged from a minimum of ₹388 for manuring to a maximum of ₹686 for harvesting, resulting in a wage spread of ₹298. Harvesting wages were about 76.8% higher than manuring wages, indicating that peak-season operations were significantly better remunerated than preparatory and maintenance activities. The general agriculture work wage of ₹642 was closer to the upper end of the wage spectrum, suggesting relatively better overall remuneration for generic farm labour in the taluka.

A contrasting pattern was observed in Bicholim, where wages for all agricultural activities, including general agriculture work, were uniformly reported at ₹600 per day. The absence of any wage variation within the taluka points towards standardized wage practices, possibly reflecting uniform labour demand or collectively determined wage rates. A similar situation prevailed in Sattari, where all activities recorded a wage of ₹600 per day, again indicating complete intra-taluka wage uniformity with no observable activity-based differentiation.

In Pernem, wage dispersion was minimal. Wages ranged from ₹500 for harvesting to ₹575 for most other agricultural operations, yielding a narrow wage range of ₹75. Harvesting wages were about 13% lower than the higher-paid activities, while the general agriculture work wage of ₹575 aligned with the upper wage bracket, suggesting that most agricultural operations were compensated at comparable levels.

Tiswadi emerged as the lowest-paying taluka in North Goa. Wages varied from a minimum of ₹400 for ploughing, irrigation, manuring, and threshing to a maximum of ₹500 for activities such as digging, transplanting, weeding, and harvesting. The resulting wage range of ₹100 indicates moderate intra-taluka variation, though at a comparatively low absolute wage level. The general

agriculture work wage of ₹467 lay between these extremes, reflecting overall weaker wage conditions in the taluka compared to other parts of North Goa.

Overall, North Goa exhibited a district average wage of ₹577 for general agriculture work, with talukas such as Bicholim and Sattari showing wage stability, while Bardez and Tiswadi displayed greater internal disparities.

In South Goa, wage levels were generally higher, but accompanied by sharper inter-activity and inter-taluka differences. In Ponda, wages ranged from ₹400 for irrigation, manuring, weeding, and threshing to ₹600 for harvesting, resulting in a wage spread of ₹200. Harvesting wages were 50% higher than the lowest-paid activities, indicating strong differentiation between peak and non-peak agricultural operations. The general agriculture work wage stood at ₹550, higher than several specific activities.

Canacona displayed a highly uneven wage structure, with certain activities such as transplanting, irrigation, and weeding not prevalent. Among the activities performed, wages ranged from ₹500 for manuring to ₹800 for harvesting and threshing, producing a wage range of ₹300. Harvesting wages were 60% higher than manuring wages. The general agriculture work wage of ₹750 was significantly high, reflecting strong overall remuneration despite the limited range of agricultural operations undertaken in the taluka.

In Dharbandora, wages varied from ₹550 for irrigation to ₹700 for ploughing, resulting in a range of ₹150. Most activities clustered between ₹600 and ₹650, indicating moderate dispersion. The general agriculture work wage of ₹600 coincided with the mid-range of activity wages, suggesting balanced compensation across operations.

Mormugao stood out as the highest-paying taluka in the State. Among prevalent activities, wages ranged from ₹712 for irrigation to ₹1,175 for ploughing, yielding a substantial wage spread of ₹463. Ploughing wages were approximately 65% higher than irrigation wages, highlighting sharp task-based differentiation. The general agriculture work wage of ₹881 was the highest among all talukas, indicating strong labour demand and superior earning opportunities.

In Quepem, wage levels were consistently high with relatively limited dispersion. Wages ranged from ₹763 for threshing to ₹863 for digging, resulting in a range of ₹100. Most activities were remunerated at around ₹825 per day, while the general agriculture work wage of ₹838 closely matched the upper end of the wage distribution, reflecting stable and favourable wage conditions.

Salcete exhibited considerable variation, with wages ranging from ₹600 for transplanting to ₹1,000 for ploughing, yielding a wage range of ₹400. Ploughing wages were about 66.7% higher than transplanting wages. The general agriculture work wage of ₹750 was substantially above the lower-paid activities, indicating relatively strong average earnings despite internal disparities.

In Sanguem, wage dispersion was comparatively limited. Wages ranged from ₹633 for digging to ₹733 for ploughing, transplanting, and irrigation, giving a range of ₹100. The general agriculture work wage of ₹675 lay close to the district average, indicating moderate and stable wage conditions.

At the district level, South Goa recorded an average general agriculture wage of ₹721, significantly higher than North Goa. However, South Goa also exhibited greater wage dispersion across talukas and activities, particularly in talukas such as Mormugao, Salcete, and Canacona. Overall, the taluka-wise analysis highlights that while South Goa offers higher earning potential for male agricultural labourers, it is also characterised by sharper intra-taluka and inter-activity wage inequalities, whereas North Goa shows relatively lower but more uniform wage structures.

District-wise Agricultural Field Crop Activities for Men

The district-wise analysis of average daily wages earned by male agricultural labourers in agricultural field crop activities during 2021–22 brings out clear structural differences between North Goa and South Goa, both in terms of absolute wage levels and the extent of wage variation across activities.

In North Goa, the average daily wages across agricultural activities were relatively moderate and closely clustered. District-level average wages ranged from ₹513 for manuring to ₹581 for digging, indicating a narrow wage spread of ₹68 across activities. Most agricultural operations, including ploughing (₹557), transplanting (₹569), irrigation (₹544), weeding (₹559), harvesting (₹577), and threshing (₹551), were remunerated within a limited band, reflecting a relatively uniform wage structure across activities. The average wage for general agriculture work stood at ₹577, closely aligned with harvesting wages, suggesting that general farm labour in North Goa is compensated at levels comparable to peak agricultural operations.

The limited dispersion in wages across activities at the district level points towards relatively standardized labour valuation in North Goa. This pattern is consistent with the taluka-level observations of uniform wages in Bicholim and Sattari and moderate variations in Bardez and Tiswadi. Overall, North Goa's wage structure indicates lower earning levels but greater stability and predictability in remuneration across agricultural tasks.

In contrast, South Goa exhibited significantly higher average wage levels across all agricultural activities, accompanied by wider inter-activity differentials. District-level average wages ranged from a minimum of ₹624 for manuring to a maximum of ₹817 for ploughing, resulting in a wage spread of ₹193, which was nearly three times the corresponding spread in North Goa. Wages for transplanting (₹674), irrigation (₹662), weeding (₹700), harvesting (₹773), and threshing (₹711) further indicate a generally elevated wage environment.

The average wage for general agriculture work in South Goa was ₹721, substantially higher than the North Goa average of ₹577. This represents an inter-district wage differential of ₹144, implying that male agricultural labourers in South Goa earned approximately 25.0% more than

their counterparts in North Goa for general agricultural work. Similar patterns were observed across most individual activities, with South Goa consistently outperforming North Goa in wage levels.

The higher district averages in South Goa can be attributed to the presence of high-paying talukas such as Mormugao, Quepem, Salcete, and Canacona, where wages for several activities significantly exceeded the district mean. However, the elevated averages also mask substantial internal disparities, as South Goa simultaneously recorded some of the widest intra-taluka and inter-activity wage variations in the State.

At the state level, the average daily wage for male agricultural labourers engaged in field crop activities stood at ₹661 for general agriculture work, derived as the mean of the district averages. This state average lies closer to the South Goa level than North Goa, reflecting the influence of higher wages in South Goa on overall wage conditions in Goa.

In summary, the district-wise analysis clearly indicates a dual wage structure within the State. North Goa is characterised by relatively lower but more uniform wages across agricultural activities, while South Goa demonstrates higher earning potential for male agricultural labourers, albeit with pronounced wage differentials across activities and talukas. These structural differences underscore the importance of district-specific considerations when assessing agricultural labour remuneration in Goa.

Table No. I (concluded)

Taluka-wise and Sex-wise distribution of average Daily Wages of Agricultural Labourers for Agricultural Field Crops Activities in Goa State during the year 2021-22

(in ₹)

WOMEN

Sr. No.	District/Taluka	Digging	Ploughing	Transplanting	Irrigation	Manuring	Weeding	Harvesting	Threshing	General Agriculture work
1	2	3	4	5	6	7	8	9	10	11
1	Bardez	533	550	500	500	300	400	500	400	513
2	Bicholim	0	450	450	450	450	450	450	450	450
3	Pernem	500	0	463	463	450	463	400	463	463
4	Sattari	0	350	350	350	350	350	350	350	350
5	Tiswadi	433	400	475	400	350	400	500	400	417
NORTH GOA		**489**	**438**	**448**	**433**	**380**	**413**	**440**	**413**	**439**
6	Ponda	300	0	400	300	300	550	450	300	413
7	Canacona	0	0	600	500	500	500	600	650	0
8	Darbandora	450	0	400	400	350	350	300	350	581
9	Mormugao	800	0	0	0	0	800	700	0	500
10	Quepem	0	400	0	600	0	0	488	0	444
11	Salcete	500	500	500	550	500	500	650	550	500
12	Sanguem	400	400	400	400	400	400	425	400	400
SOUTH GOA		**490**	**433**	**460**	**458**	**410**	**517**	**516**	**450**	**473**
Average for Goa State		**377**	**321**	**454**	**410**	**310**	**469**	**484**	**431**	**457**

Taluka-wise Agricultural Field Crop Activities for Women

The taluka-level analysis of average daily wages earned by female agricultural labourers in agricultural field crop activities during 2021–22 reveals a wage structure that is generally lower than that of men, marked by greater activity non-prevalence, sharper intra-taluka differences, and pronounced regional contrasts between North and South Goa.

In North Goa, wage levels for women were modest and showed noticeable variation across activities and talukas. In Bardez, wages ranged from a minimum of ₹300 for manuring to a maximum of ₹550 for ploughing, resulting in a wage spread of ₹250. Ploughing wages were about 83.3% higher than manuring wages, indicating strong differentiation between skilled or strenuous operations and routine agricultural tasks. The wage for general agriculture work stood at ₹513, positioned closer to the higher end of the wage distribution, suggesting comparatively better remuneration for general farm labour in the taluka.

In Bicholim, several activities such as digging were not prevalent for women; however, for the activities performed, a uniform wage of ₹450 per day was observed across ploughing, transplanting, irrigation, manuring, weeding, harvesting, threshing, and general agriculture work. This complete uniformity, similar to that observed for men in some talukas, points towards standardized wage practices for female labour where participation exists.

Pernem exhibited limited dispersion in wages. Excluding non-prevalent activities, wages ranged from ₹400 for harvesting to ₹463 for transplanting, irrigation, weeding, threshing, and general agriculture work, yielding a wage range of ₹63. Harvesting wages were approximately 13.6% lower than the higher-paying activities, indicating relatively minor intra-taluka variation.

In Sattari, women’s participation was restricted to fewer activities, all of which were remunerated uniformly at ₹350 per day, including general agriculture work. The absence of wage variation suggests uniform valuation of women’s labour across tasks, albeit at a relatively low wage level.

Tiswadi recorded wages ranging from ₹350 for manuring to ₹500 for harvesting, resulting in a wage spread of ₹150. Harvesting wages were about 42.9% higher than manuring wages. The general agriculture work wage of ₹417 lay between these extremes, reflecting moderate overall wage conditions, though still below several other North Goa talukas.

In South Goa, women's wages were generally higher than in North Goa but were accompanied by greater variation and substantial non-prevalence of activities across talukas. In Ponda, wages ranged from ₹300 for digging, irrigation, manuring, and threshing to ₹550 for weeding, resulting in a wage spread of ₹250. Weeding wages were approximately 83.3% higher than the lowest-paid activities. The general agriculture work wage stood at ₹413, which was below the district average, indicating relatively weaker overall remuneration in the taluka.

Canacona displayed a highly uneven pattern. While several activities were not prevalent for women, wages for the activities performed ranged from ₹500 for irrigation, manuring, and weeding to ₹650 for threshing, yielding a wage spread of ₹150. Harvesting and transplanting wages stood at ₹600. Notably, the wage for general agriculture work was reported as nil, reflecting the non-prevalence of this category for women in the taluka.

In Dharbandora, wages varied from ₹300 for harvesting to ₹450 for digging, producing a wage range of ₹150. Most activities clustered around ₹350–₹400, while the general agriculture work wage of ₹581 was substantially higher than the wages for specific activities, indicating better remuneration for general farm labour relative to task-specific work.

Mormugao emerged as one of the highest-paying talukas for women where activities were prevalent. Wages ranged from ₹700 for harvesting to ₹800 for digging and weeding, resulting in a wage spread of ₹100. The general agriculture work wage of ₹500, however, was considerably lower than the wages for several specific activities, suggesting that women engaged in specialised tasks earned significantly more than those performing general farm work.

In Quepem, women's participation was limited to a few activities. Among these, wages ranged from ₹400 for ploughing to ₹600 for irrigation, yielding a wage spread of ₹200. The general

agriculture work wage stood at ₹444, reflecting moderate wage conditions relative to other South Goa talukas.

Salcete recorded comparatively stable and higher wages for women. Wages ranged from ₹500 for several activities to ₹650 for harvesting, resulting in a wage spread of ₹150. The general agriculture work wage of ₹500 aligned with the lower end of activity wages, indicating consistent remuneration across tasks.

In Sanguem, wage dispersion was minimal. Wages ranged from ₹400 for most activities to ₹425 for harvesting, producing a narrow range of ₹25. The general agriculture work wage of ₹400 matched the lower end of the activity wages, reflecting stable but modest earnings.

Overall, the taluka-wise analysis highlights that while South Goa offers relatively better wage opportunities for women agricultural labourers, these opportunities are unevenly distributed and often confined to specific activities and talukas. North Goa, on the other hand, exhibits more uniform but generally lower wage structures, underscoring persistent regional and activity-based disparities in women's agricultural wages in Goa.

District-wise Agricultural Field Crop Activities for Women

The district-wise analysis of average daily wages earned by female agricultural labourers in agricultural field crop activities during 2021–22 brings out clear contrasts between North Goa and South Goa, both in terms of overall wage levels and the structure of remuneration across activities.

In North Goa, women's wages across agricultural activities were relatively low and moderately clustered. District-level average wages ranged from a minimum of ₹380 for manuring to a maximum of ₹489 for digging, resulting in a wage spread of ₹109. Wages for ploughing (₹438), transplanting (₹448), irrigation (₹433), weeding (₹413), harvesting (₹440), and threshing (₹413) largely remained within a narrow band, indicating limited differentiation across activities. The average wage for general agriculture work stood at ₹439, closely aligned with harvesting and transplanting wages, suggesting that women engaged in general farm labour earned wages comparable to those performing specific field operations.

The relatively narrow dispersion of wages across activities in North Goa reflects a largely uniform valuation of women's agricultural labour, albeit at modest wage levels. This pattern corresponds with taluka-level observations where several talukas either exhibited uniform wages across activities or limited variation, often accompanied by restricted participation of women in certain operations.

In contrast, South Goa recorded higher average wages for women across nearly all agricultural activities, alongside greater variation. District-level average wages ranged from ₹410 for manuring to ₹517 for weeding, yielding a wage spread of ₹107, similar in magnitude to North Goa but occurring at a higher absolute wage level. Wages for digging (₹490), ploughing (₹433), transplanting (₹460), irrigation (₹458), harvesting (₹516), and threshing (₹450) indicate that most activities in South Goa were better remunerated than their counterparts in North Goa.

The average wage for general agriculture work in South Goa stood at ₹473, exceeding the North Goa average by ₹34, which translates to an approximate 7.7% higher wage level. This inter-district differential suggests relatively better earning opportunities for women agricultural

labourers in South Goa. However, the higher district averages in South Goa were influenced by a few better-performing talukas such as Salcete, Mormugao, and Dharbandora, while several activities remained non-prevalent for women in other talukas, limiting the overall breadth of participation.

At the state level, the average daily wage for women engaged in general agriculture work was ₹457, calculated as the mean of the district averages. This state average lies closer to the South Goa level, reflecting the influence of higher wages in South Goa on the overall wage structure for women in Goa.

Overall, the district-wise analysis indicates that while South Goa offers relatively higher wages to women agricultural labourers, these gains are uneven and often concentrated in specific activities and talukas. North Goa, on the other hand, demonstrates a more uniform but lower wage structure, highlighting persistent regional disparities and limited wage progression for women across agricultural field crop activities in Goa during 2021–22.

Gender-wise Insights for Agriculture Field Crop Activity

The gender-wise analysis of average daily wages earned by agricultural labourers in agricultural field crop activities during 2021–22 provides important insights into the structure of wage determination across digging, ploughing, transplanting, irrigation, manuring, weeding, harvesting, threshing, and general agriculture work in Goa.

The analysis highlights persistent differences in remuneration between male and female labourers across activities, districts, and talukas, reflecting variations in labour participation, task allocation, and valuation of work.

Across the State, male agricultural labourers consistently earned higher wages than female labourers in all core field operations. In digging, men earned a state average wage of ₹658 per day, compared to ₹377 for women, resulting in a substantial gender wage gap of ₹281, with women earning only about 57% of men's wages. This disparity was reinforced by limited participation of women in digging activities in several talukas, particularly in South Goa.

The gender gap was most pronounced in ploughing, which also emerged as one of the highest-paying agricultural activities for men. At the state level, men earned an average of ₹708, while women earned only ₹321, producing an absolute wage gap of ₹387. Women thus earned less than 46% of men's wages in ploughing. District-level patterns mirrored this inequality, with particularly wide gaps observed in South Goa, indicating that higher wage environments disproportionately benefited male labourers.

In transplanting, an activity often associated with significant female labour participation in agricultural systems, gender disparities remained evident. Men earned a state average wage of ₹626, while women earned ₹454, resulting in a wage gap of ₹172, with women earning approximately 72.5% of men's wages. The disparity was relatively narrower in North Goa but widened in South Goa, where higher male wages were not matched by proportional increases in female wages. Additionally, transplanting was not prevalent for women in several talukas, further restricting access to earnings from this activity.

Gender differentials were also observed in irrigation, where men earned an average of ₹572 per day compared to ₹410 for women, yielding a wage gap of ₹162. Women thus earned around 72% of men's wages in irrigation. Despite irrigation being a critical agricultural operation, women's remuneration remained consistently lower across both districts.

In manuring, which was among the lower-paying agricultural activities for both genders, disparities persisted. Men earned a state average of ₹573, while women earned only ₹310, resulting in a wage gap of ₹263, with women earning barely 54% of men's wages. This indicates that gender inequality in wages is not confined to high-paying or physically intensive operations but extends across routine and maintenance-related agricultural tasks.

In weeding, an activity with relatively higher female participation, men earned a state-level average wage of ₹572 per day, while women earned ₹469, resulting in a gender wage gap of ₹103. Women thus earned approximately 82% of men's wages in weeding, making it one of the activities with comparatively narrower gender gaps. However, despite better relative parity, the persistence of a gap even in this traditionally female-associated activity indicates that wage inequality extends beyond task allocation and into broader wage-setting practices.

In harvesting, which provided higher remuneration for both genders and constituted a major source of agricultural employment, men earned a state average of ₹692, compared to ₹484 for women, producing a substantial wage gap of ₹208. Women earned only about 70% of men's wages in harvesting. District-wise patterns showed that while South Goa offered higher harvesting wages for both men and women, the gender gap was wider than in North Goa, once again demonstrating that higher wage environments did not necessarily promote gender parity.

A similar pattern was observed in threshing, where men earned a state average wage of ₹645 per day, while women earned ₹431, resulting in a gender gap of ₹214. Women thus earned approximately 67% of men's wages in threshing. Despite threshing being a post-harvest operation with significant female involvement in certain talukas, women's wages consistently lagged behind those of men across districts.

The gender disparity was also pronounced in general agriculture work, which represents overall agricultural labour not confined to a specific operation. At the state level, men earned an average of ₹661 per day, whereas women earned ₹457, resulting in a wage gap of ₹204. Women thus earned only about 69% of men's wages in general agricultural work. At the district level, the gap stood at ₹138 in North Goa and widened to ₹248 in South Goa, underscoring once again that higher district wage levels were accompanied by larger gender disparities.

Taken together, the gender-wise analysis across all agricultural field crop activities reveals a consistent and deeply entrenched pattern of inequality. Across digging, ploughing, transplanting, irrigation, manuring, weeding, harvesting, threshing, and general agriculture work, women earned substantially less than men and faced restricted participation in several higher-paying operations. Activities offering higher wages to men, such as ploughing, harvesting, and threshing, were also those exhibiting the widest gender gaps, while even activities with relatively higher female participation, such as weeding and transplanting, failed to achieve wage parity.

Furthermore, South Goa, despite offering higher absolute wages, consistently exhibited wider gender wage gaps than North Goa. Overall, the analysis clearly indicates that gender-based wage inequality in agricultural field crop activities in Goa is structural in nature, cutting across activities, districts, and talukas, and cannot be explained solely by differences in overall wage levels or regional economic conditions.

Table No. II

Taluka-wise and Sex-wise distribution of average Daily Wages of Agricultural Labourers for Plantation Crops Activities in Goa State during the year 2021-22

(in ₹)

MEN

Sr. No.	Taluka/ District	Digging of pits	Planta-tion	Green manuring	Water Irriga-tion	Harvesting			Cashew apples and nut collection	Toddy tapping	Nira extrac-tion	Dehusking		
						Coconut	Areca-nut	Others				Coconut	Arecanut	Others
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	Bardez	617	539	569	544	809	556	559	634	800	700	575	700	0
2	Bicholim	600	600	600	600	1000	1200	0	600	0	0	0	0	0
3	Pernem	575	488	488	488	1325	800	500	600	0	0	475	475	450
4	Sattari	600	600	600	600	1000	900	0	0	0	0	0	0	0
5	Tiswadi	500	450	467	400	1000	1200	0	500	1000	350	400	325	0
NORTH GOA		**578**	**535**	**545**	**526**	**1027**	**931**	**530**	**584**	**900**	**525**	**483**	**500**	**450**
6	Ponda	522	600	700	400	567	551	700	500	467	400	650	625	600
7	Canacona	700	0	800	675	1433	1067	800	750	0	1050	1000	0	0
8	Darbandora	667	600	600	600	800	800	650	500	600	0	550	550	700
9	Mormugao	825	800	800	500	1625	0	0	0	1000	0	1063	0	900
10	Quepem	813	813	825	825	1006	1038	1013	913	997	825	856	806	719
11	Salcete	650	700	650	900	1000	700	900	800	1000	900	500	900	900
12	Sanguem	683	683	683	733	913	717	700	700	967	700	631	725	700
SOUTH GOA		**694**	**699**	**723**	**662**	**1049**	**812**	**794**	**694**	**839**	**775**	**750**	**721**	**753**
Average for Goa State		**646**	**625**	**649**	**572**	**1040**	**866**	**501**	**650**	**779**	**704**	**670**	**638**	**607**

Taluka-wise Plantation Crop Activities for Men

The taluka-wise analysis of average daily wages earned by male agricultural labourers in plantation crop activities during 2021–22 indicates wide variation not only in absolute wage levels but also in relative wage differentials across activities, highlighting the economic premium attached to harvesting and allied plantation operations over preparatory tasks.

In North Goa, preparatory plantation activities such as digging of pits, plantation, green manuring, and water irrigation were remunerated at relatively moderate levels. In Bardez, wages for these activities ranged from ₹539 for plantation to ₹617 for digging of pits, reflecting a modest internal variation of ₹78, or about 14.5%. However, harvesting-related activities exhibited substantially higher wages. Coconut harvesting at ₹809 was about 31% higher than digging of pits and 50% higher than plantation wages. Toddy tapping at ₹800 exceeded plantation wages by nearly 48%, while nira extraction at ₹700 was about 30% higher than green manuring. This sharp percentage escalation clearly indicates the premium attached to skill-intensive and commercially valuable plantation operations.

A more uniform preparatory wage structure was observed in Bicholim and Sattari, where digging of pits, plantation, green manuring, and irrigation were uniformly reported at ₹600 per day, resulting in zero percentage variation within preparatory activities. However, this uniformity sharply contrasted with harvesting wages. In Bicholim, coconut harvesting at ₹1,000 was 66.7% higher than preparatory plantation wages, while arecanut harvesting at ₹1,200 was exactly 100% higher, effectively doubling the wage level. In Sattari, coconut harvesting exceeded preparatory wages by 66.7%, and arecanut harvesting by 50%, underscoring the sharp wage gradient between basic plantation work and harvesting operations.

In Pernem, preparatory wages clustered around ₹488, while digging of pits stood at ₹575, making digging about 17.8% higher than other preparatory tasks. The disparity widened considerably in harvesting, where coconut harvesting at ₹1,325 was approximately 172% higher than plantation wages. Arecanut harvesting at ₹800 exceeded preparatory wages by about 64%, while cashew apple and nut collection at ₹600 was 23% higher than plantation activities.

Dehusking wages, ranging between ₹450 and ₹475, were broadly comparable to preparatory wages, indicating lower relative returns in post-harvest processing compared to harvesting.

Tiswadi exhibited one of the sharpest intra-taluka disparities. Preparatory activities ranged from ₹400 for irrigation to ₹500 for digging of pits, a variation of 25%. In contrast, coconut and arecanut harvesting wages of ₹1,000 and ₹1,200 were 150 to 200% higher than irrigation wages. Toddy tapping at ₹1,000 was similarly 150% higher than basic plantation activities, reflecting extreme wage concentration in a few specialised operations.

In South Goa, plantation crop activities were characterised by higher absolute wage levels than North Goa, but also by sharper intra-taluka and inter-activity wage differentials, particularly between preparatory plantation work and harvesting or allied specialised operations.

In Ponda, preparatory plantation wages ranged from a minimum of ₹400 for water irrigation to a maximum of ₹700 for green manuring, reflecting a variation of ₹300, or 75%. Plantation work stood at ₹600, which was 50% higher than irrigation. Harvesting wages were comparatively moderate, with coconut harvesting at ₹567 and arecanut at ₹551, both about 40–42% higher than irrigation wages. Dehusking activities commanded even higher wages, with coconut dehusking at ₹650, which was 62.5% higher than irrigation, indicating better remuneration for post-harvest processing than for basic plantation tasks.

In Canacona, wage differentiation was particularly pronounced. While plantation activity was not prevalent, green manuring and irrigation were remunerated at ₹800 and ₹675 respectively, making green manuring18.5% higher than irrigation. Harvesting wages were exceptionally high, with coconut harvesting at ₹1,433, which was about 112% higher than irrigation and 79% higher than green manuring. Arecanut harvesting at ₹1,067 exceeded irrigation wages by 58%. Nira extraction at ₹1,050 was similarly high, standing 55.6% above irrigation wages, highlighting strong demand for specialised plantation skills in the taluka.

In Dharbandora, preparatory plantation wages were relatively balanced, ranging from ₹600 for plantation, green manuring, and irrigation to ₹667 for digging of pits, a difference of ₹67, or

about 11%. Harvesting wages showed higher variation, with coconut and arecanut harvesting both at ₹800, which were 33% higher than preparatory plantation wages. Cashew apple and nut collection at ₹500 was lower, indicating selective premium attached to specific plantation crops. Dehusking wages ranged from ₹550 to ₹700, with dehusking of others at ₹700 being 27% higher than coconut dehusking.

In Mormugao, plantation wages exhibited the widest intra-taluka disparity in South Goa. Preparatory wages ranged from ₹500 for irrigation to ₹825 for digging of pits, representing a difference of ₹325, or 65%. Coconut harvesting at ₹1,625, the highest wage recorded in the State, was 225% higher than irrigation wages and 97% higher than digging wages. Dehusking of coconut at ₹1,063 was 113% higher than irrigation, indicating extreme wage concentration in a few high-value plantation operations.

In Quepem, wage levels were uniformly high across all plantation activities, with preparatory wages tightly clustered between ₹813 and ₹825, resulting in negligible variation of less than 2%. Harvesting wages for coconut (₹1,006), arecanut (₹1,038), and other crops (₹1,013) were about 22–28% higher than preparatory wages. Cashew apple and nut collection at ₹913 exceeded preparatory wages by about 12%, while dehusking wages ranged from ₹719 to ₹856, indicating moderate dispersion within post-harvest activities.

In Salcete, preparatory plantation wages ranged from ₹650 for digging and green manuring to ₹900 for irrigation, indicating a difference of ₹250, or 38.5%. Harvesting wages varied between ₹700 and ₹1,000, with coconut harvesting at ₹1,000 being 54% higher than digging wages. Dehusking wages for arecanut and others stood at ₹900, which was 38% higher than basic plantation work, indicating relatively strong returns for post-harvest activities.

In Sanguem, preparatory plantation wages ranged from ₹683 for digging, plantation, and green manuring to ₹733 for irrigation, a narrow variation of ₹50, or 7.3%. Harvesting wages ranged from ₹700 to ₹913, with coconut harvesting at ₹913 being 33.7% higher than preparatory wages. Dehusking wages clustered between ₹631 and ₹725, indicating moderate and relatively balanced remuneration across plantation operations. The taluka-wise analysis of average daily wages

earned by male agricultural labourers in plantation crop activities during 2021–22 highlights a distinctly segmented wage structure across talukas in Goa, shaped primarily by the type of plantation operation and the level of specialisation involved. Across talukas, preparatory plantation activities such as digging of pits, plantation, green manuring, and water irrigation consistently recorded lower wage levels, whereas harvesting and other specialised plantation operations commanded substantially higher remuneration.

A clear and recurring pattern is observed wherein harvesting-related activities—particularly coconut and arecanut harvesting, along with specialised operations such as toddy tapping and nira extraction—offered pronounced wage premiums over basic plantation work. In several talukas, wages for these activities were observed to be 50% to more than double those paid for preparatory plantation tasks, indicating strong economic returns associated with skill, experience, and crop value. Conversely, post-harvest processing activities such as dehusking, while better remunerated than basic plantation work in some talukas, generally offered lower returns compared to harvesting operations.

Talukas such as Mormugao, Canacona, Quepem, Pernem, and Tiswadi emerged as high-wage talukas for specific plantation activities, particularly harvesting and specialised operations. However, these talukas also exhibited significant intra-taluka wage disparities, with large differences between the lowest-paid preparatory tasks and the highest-paid harvesting activities. In contrast, talukas such as Bicholim and Sattari displayed relatively uniform wage structures for preparatory plantation activities, though sharp wage differentials still emerged once harvesting operations were considered.

Overall, the taluka-wise analysis demonstrates that wages in plantation crop activities are highly activity-dependent, with earning potential varying substantially within the same taluka based on the nature of work performed. The pronounced wage gradients observed across activities highlight structural segmentation within plantation labour markets, where access to high-paying harvesting and specialised operations plays a decisive role in determining labour earnings. These findings underscore the importance of activity-specific considerations when assessing wage conditions at the taluka level in plantation agriculture.

District-wise Plantation Crop Activities for Men

The district-wise analysis of average daily wages earned by male agricultural labourers in plantation crop activities during 2021–22 brings out clear contrasts in wage levels and activity-wise remuneration patterns between North Goa and South Goa, reflecting differences in plantation intensity, crop composition, and the prevalence of specialised plantation operations.

In North Goa, wages for preparatory plantation activities such as digging of pits, plantation, green manuring, and water irrigation were relatively moderate and closely clustered. District-level average wages for these activities ranged from ₹526 for water irrigation to ₹578 for digging of pits, indicating a narrow wage spread of ₹52, or about 10% across preparatory operations. Plantation and green manuring wages stood at ₹535 and ₹545 respectively, suggesting fairly uniform valuation of basic plantation labour within the district.

In contrast, harvesting-related activities in North Goa were remunerated at substantially higher levels. The average wage for coconut harvesting stood at ₹1,027, which was nearly 95% higher than irrigation wages and about 92% higher than plantation wages. Arecanut harvesting, at an average of ₹931, was approximately 74% higher than plantation wages.
Harvesting of other plantation crops, though lower at ₹530, still exceeded irrigation wages by about 1%, reflecting selective wage premiums depending on crop type. Cashew apple and nut collection, with an average wage of ₹584, was about 11% higher than irrigation wages, indicating moderate returns compared to major harvesting activities.

Specialised plantation operations also attracted higher wages in North Goa. Toddy tapping, with an average wage of ₹900, was about 71% higher than irrigation wages, while nira extraction at ₹525 was broadly comparable to preparatory activities. Dehusking activities showed moderate wage levels, with coconut and arecanut dehusking averaging ₹483 and ₹500 respectively, suggesting that post-harvest processing offered limited wage premiums relative to harvesting.

In South Goa, average wages across plantation crop activities were consistently higher than those observed in North Goa, though accompanied by greater differentiation across activities. Preparatory plantation wages in South Goa ranged from ₹662 for water irrigation to ₹723 for

green manuring, resulting in a wage spread of ₹61, or about 9%, which is comparable to North Goa in relative terms but higher in absolute value. Digging of pits and plantation activities averaged ₹694 and ₹699 respectively, reflecting a generally elevated wage environment for basic plantation work.

Harvesting activities in South Goa commanded particularly high wages. The district average wage for coconut harvesting stood at ₹1,049, exceeding irrigation wages by approximately 58% and plantation wages by about 50%. Arecanut harvesting, at an average of ₹812, was around 23% higher than irrigation wages. Harvesting of other plantation crops averaged ₹794, which was about 20% higher than irrigation wages. Cashew apple and nut collection, with an average wage of ₹694, aligned closely with preparatory plantation wages, indicating moderate remuneration for this activity compared to major harvesting operations.

Specialised activities in South Goa were also better remunerated than in North Goa. Toddy tapping averaged ₹839, which was about 27% higher than irrigation wages, while nira extraction averaged ₹775, nearly 17% higher than plantation wages. Dehusking activities recorded relatively high wages, with coconut dehusking averaging ₹750, arecanutdehusking₹721, and dehusking of other crops ₹753, indicating stronger returns for post-harvest processing in South Goa compared to North Goa.

A comparison between the two districts shows that South Goa outperformed North Goa across almost all plantation activities. For preparatory operations, South Goa wages were approximately 20–26% higher than those in North Goa. In harvesting, the differential was smaller for coconut harvesting (about 2% higher in South Goa) but substantial for other activities such as harvesting of other crops and post-harvest processing, where South Goa wages exceeded North Goa by 40–50%. Specialised activities such as toddy tapping and nira extraction also recorded higher wages in South Goa.

Overall, the district-wise analysis indicates that plantation crop wages in Goa during 2021–22 were strongly influenced by the type of activity, with harvesting and specialised operations driving higher earnings in both districts. While South Goa consistently recorded higher wage

levels across most activities, both districts exhibited a clear wage hierarchy within plantation operations, where preparatory activities occupied the lower end of the wage spectrum and harvesting-related tasks dominated the upper end.

Table No. II (Concluded)

Taluka-wise and Sex-wise distribution of average Daily Wages of Agricultural Labourers for Plantation Crops Activities in Goa State during the year 2021-22

(in ₹)

WOMEN

Sr. No.	Taluka/ District	Digging of pits	Planta-tion	Green manuring	Water Irriga-tion	Harvesting			Cashew apples and nut collection	Toddy tapping	Nira extrac-tion	Dehusking		
						Coconut	Areca-nut	Others				Coconut	Arecanut	Others
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	Bardez	450	433	500	500	400	400	400	400	500	450	450	700	0
2	Bicholim	0	450	450	450	0	0	0	450	0	0	0	450	0
3	Pernem	0	475	450	450	0	0	400	500	0	0	388	388	388
4	Sattari	0	350	350	350	0	0	0	0	0	0	0	0	0
5	Tiswadi	450	450	433	0	0	0	0	400	0	300	375	350	0
NORTH GOA		**450**	**432**	**437**	**438**	**400**	**400**	**400**	**438**	**500**	**375**	**404**	**472**	**388**
6	Ponda	450	600	600	400	600	500	500	350	0	0	0	388	500
7	Canacona	500	0	700	0	0	0	0	675	0	0	0	800	0
8	Darbandora	425	400	350	500	0	0	600	0	0	0	300	400	600
9	Mormugao	400	550	0	400	0	0	0	0	1000	0	1000	0	500
10	Quepem	550	525	500	600	581	763	307	706	817	600	600	600	550
11	Salcete	500	475	467	500	0	0	500	500	0	500	500	500	500
12	Sanguem	500	458	458	500	442	442	467	492	500	467	438	467	400
SOUTH GOA		**475**	**501**	**513**	**483**	**541**	**568**	**475**	**545**	**772**	**522**	**568**	**526**	**508**
Average for Goa State		**425**	**420**	**478**	**405**	**506**	**526**	**410**	**497**	**454**	**463**	**381**	**504**	**491**

Taluka-wise Plantation Crop Activities for Women

The taluka-wise analysis of average daily wages earned by women agricultural labourers in plantation crop activities during 2021–22 reveals a wage structure characterised by limited participation, lower absolute wage levels, and sharp intra-taluka variation across different plantation operations. Across talukas, preparatory plantation activities generally attracted lower wages, while selective harvesting and specialised plantation operations offered relatively higher remuneration where they were prevalent.

In Bardez, preparatory plantation wages ranged from ₹433 for plantation to ₹500 for green manuring and water irrigation, reflecting a variation of ₹67, or about 15%. Harvesting wages were uniformly reported at ₹400 across coconut, arecanut, and other crops. Cashew apple and nut collection also stood at ₹400, while toddy tapping at ₹500 was about 25% higher than harvesting wages. Dehusking of arecanut at ₹700 was substantially higher, exceeding basic plantation wages by over 60%, indicating a significant premium for post-harvest processing in the taluka.

In Bicholim, women's plantation activity was restricted to fewer operations. Plantation, green manuring, and water irrigation were uniformly remunerated at ₹450, indicating no intra-taluka variation in preparatory wages. Cashew apple and nut collection also stood at ₹450, while harvesting and most specialised activities were not prevalent, limiting earning opportunities beyond basic plantation work.

In Pernem, preparatory wages were clustered at ₹450–₹475, with plantation work at ₹475 being about 6% higher than green manuring and irrigation. Harvesting of other plantation crops at ₹400 was approximately 11% lower than preparatory wages. Cashew apple and nut collection at ₹500 exceeded plantation wages by around 5%, while dehusking wages at ₹388 were comparatively lower, indicating weaker returns for post-harvest processing.

Sattari exhibited one of the most constrained wage structures for women. Plantation, green manuring, and irrigation were uniformly remunerated at ₹350, and most harvesting and

specialised plantation activities were not prevalent. The absence of wage variation reflects uniform valuation of women's labour, albeit at a comparatively low wage level.

In Tiswadi, preparatory plantation wages ranged from ₹433 for green manuring to ₹450 for digging of pits and plantation, a variation of about 4%. Cashew apple and nut collection at ₹400 was approximately 11% lower than plantation wages. Toddy tapping at ₹300 was markedly lower, while dehusking wages ranged between ₹350 and ₹375, indicating moderate but limited remuneration across post-harvest activities.

In Ponda, preparatory plantation wages varied widely, ranging from ₹400 for water irrigation to ₹600 for plantation and green manuring, resulting in a variation of ₹200, or 50%. Coconut harvesting at ₹600 was 50% higher than irrigation wages. Dehusking of arecanut at ₹388 and dehusking of other crops at ₹500 indicated moderate post-harvest remuneration, while several specialised activities were not prevalent.

In Canacona, women's participation was confined to a limited set of plantation activities. Digging of pits at ₹500 and green manuring at ₹700 showed a substantial difference of ₹200, or 40%. Cashew apple and nut collection at ₹675 was also relatively high, while most harvesting and specialised operations were not prevalent, concentrating women's earnings in a narrow activity base.

In Dharbandora, preparatory wages ranged from ₹350 for green manuring to ₹500 for water irrigation, reflecting a variation of ₹150, or about 43%. Harvesting of other plantation crops at ₹600 exceeded irrigation wages by 20%, while dehusking of other crops at ₹600 also commanded higher remuneration than basic plantation activities.

In Mormugao, women's plantation wages were highly polarised. Preparatory wages ranged between ₹400 and ₹550, while toddy tapping at ₹1,000 represented an exceptional wage, exceeding basic plantation wages by over 80%. Dehusking of coconut at ₹1,000 similarly reflected a strong wage premium, although most other plantation activities were not prevalent.

In Quepem, women recorded relatively high and diversified plantation wages. Preparatory activities clustered between ₹500 and ₹600, while harvesting wages varied sharply, ranging from ₹307 for other crops to ₹763 for arecanut, indicating significant internal dispersion. Cashew apple and nut collection at ₹706 and toddy tapping at ₹817 were substantially higher than preparatory wages, while dehusking wages between ₹550 and ₹600 reflected stable post-harvest remuneration.

In Salcete, preparatory plantation wages ranged narrowly from ₹467 to ₹500, indicating limited variation. Harvesting of other crops at ₹500 aligned with preparatory wages, while cashew apple and nut collection and dehusking activities were uniformly reported at ₹500, reflecting a balanced but moderate wage structure.

In Sanguem, wages were relatively uniform across plantation activities. Preparatory wages ranged from ₹458 to ₹500, a variation of less than 10%. Harvesting wages for coconut and arecanut at ₹442 were slightly lower than preparatory wages, while cashew apple and nut collection at ₹492 marginally exceeded them. Dehusking wages clustered between ₹438 and ₹467, indicating stable and consistent remuneration.

Overall, the taluka-wise analysis indicates that women's wages in plantation crop activities are highly dependent on a narrow set of operations, with substantial intra-taluka disparities where specialised activities such as toddy tapping, cashew collection, and selective harvesting are prevalent. In many talukas, women's participation remains confined to preparatory or lower-paid activities, limiting access to higher wage opportunities. The pronounced variation within talukas underscores structural constraints on women's earning potential in plantation agriculture during 2021–22.

District-wise Plantation Crop Activities for Women

The district-wise analysis of average daily wages earned by women agricultural labourers in plantation crop activities during 2021–22 highlights clear differences in wage levels across activities, as well as persistent structural patterns in the valuation of women's labour. The analysis brings out how preparatory plantation activities, harvesting operations, and specialised plantation tasks are remunerated at the district level, and how wage hierarchies operate across different types of work.

In North Goa, wages for preparatory plantation activities such as digging of pits, plantation, green manuring, and water irrigation were relatively modest and closely aligned. District averages ranged from ₹432 for plantation to ₹450 for digging of pits, resulting in a narrow spread of ₹18, or about 4%, indicating near-uniform valuation of women's labour in basic plantation operations. Green manuring and irrigation averaged ₹437 and ₹438 respectively, reinforcing this uniformity.

Harvesting-related wages in North Goa were reported uniformly at ₹400 across coconut, arecanut, and other plantation crops. These harvesting wages were approximately 9–10% lower than preparatory plantation wages, indicating that, unlike men's plantation work, harvesting did not attract a wage premium for women at the district level. Cashew apple and nut collection, averaging ₹438, aligned closely with preparatory plantation wages and was about 9.5% higher than harvesting wages, making it one of the relatively better-paying plantation activities for women in North Goa.

Specialised plantation operations showed mixed outcomes. Toddy tapping, where prevalent, averaged ₹500, which was about 14% higher than preparatory plantation wages and 25% higher than harvesting wages. Nira extraction, however, averaged ₹375, making it approximately 14% lower than preparatory wages. Dehusking activities displayed moderate remuneration, with coconut dehusking at ₹404, arecanut dehusking at ₹472, and dehusking of other crops at ₹388, indicating limited wage premiums for post-harvest processing.

In South Goa, women's plantation wages were generally higher across most activities and displayed greater differentiation. Preparatory plantation wages ranged from ₹475 for digging of pits to ₹513 for green manuring, yielding a spread of ₹38, or about 8%, which is slightly wider than North Goa but still indicative of relatively uniform basic plantation wages. Plantation and irrigation wages stood at ₹501 and ₹483 respectively, confirming a higher overall wage environment for preparatory activities.

Harvesting wages in South Goa were notably higher than those in North Goa. Coconut harvesting averaged ₹541, arecanut harvesting ₹568, and harvesting of other crops ₹475. Compared to preparatory plantation wages, coconut harvesting was about 12% higher than irrigation wages, while arecanut harvesting exceeded irrigation wages by approximately 18%, indicating that harvesting attracted a modest wage premium for women in South Goa.
Cashew apple and nut collection, with an average wage of ₹545, was one of the better-paying plantation activities for women in South Goa, exceeding plantation wages by nearly 9%.

Specialised operations stood out more sharply than in North Goa. Toddy tapping, averaging ₹772, was approximately 60% higher than preparatory plantation wages, representing a significant earning opportunity for women where the activity was prevalent. Nira extraction, at ₹522, was around 8% higher than irrigation wages.

Post-harvest processing also commanded better wages in South Goa. Dehusking of coconut averaged ₹568, which was about 18% higher than plantation wages. Arecanut dehusking, at ₹526, exceeded plantation wages by roughly 5%, while dehusking of other crops averaged ₹508, remaining marginally above preparatory wage levels.

Overall, the district-wise analysis reveals that while South Goa consistently offers higher wage levels for women in plantation crop activities, the underlying wage structure in both districts remains strongly activity-dependent. Preparatory plantation activities are remunerated at relatively uniform and lower levels, harvesting provides only a modest premium for women compared to men, and specialised operations such as toddy tapping offer the highest earning potential where participation is possible. The persistence of lower wages in harvesting and post-

harvest activities in North Goa, and the selective nature of high-paying opportunities in South Goa, underline structural constraints on women's earnings within plantation agriculture across the State during 2021–22.

Gender-wise Insights for Plantation Crop Activities

The gender-wise analysis of average daily wages in plantation crop activities during 2021–22 reveals systematic and persistent wage disparities between male and female agricultural labourers across all plantation operations in Goa. These disparities are evident across preparatory activities, harvesting operations, specialised plantation tasks, and post-harvest processing, and are further reinforced by restricted participation of women in several higher-paying activities.

At the overall state level, men consistently earned higher wages than women across plantation crop activities. For preparatory operations such as digging of pits, men earned an average of ₹646 per day, while women earned ₹425, resulting in an absolute gender wage gap of ₹221, with women earning only about 66% of men's wages. In plantation work, men earned ₹625 compared to ₹420 for women, yielding a gap of ₹205, with women earning roughly 67% of men's wages. A similar pattern was observed in green manuring, where men earned ₹649 and women ₹478, producing a gap of ₹171, and in water irrigation, where men earned ₹572 against ₹405 for women, resulting in a gap of ₹167. These figures indicate that even in basic and routine plantation operations, women's labour was valued substantially lower than men's.

Gender disparities became more pronounced in harvesting activities, which generally attracted higher wages for men. In coconut harvesting, men earned a state average of ₹1,040, while women earned ₹506, resulting in a wage gap of ₹534, with women earning less than 49% of men's wages. In arecanut harvesting, men earned ₹866 compared to ₹526 for women, yielding a gap of ₹340, with women earning about 61% of men's wages. Harvesting of other plantation crops showed men earning ₹501, while women earned ₹410, resulting in a smaller but still significant gap of ₹91, with women earning around 82% of men's wages. These differences highlight that gender wage gaps widen substantially in high-value harvesting operations.

A similar pattern is observed in cashew apple and nut collection, an important plantation activity. Men earned an average of ₹650, while women earned ₹497, resulting in a gap of ₹153, with women earning about 76% of men's wages. Although the gap here was narrower compared to major harvesting activities, it still reflects consistent gender-based wage differentials.

The disparity was particularly stark in specialised plantation operations. In toddy tapping, men earned a state average of ₹779, whereas women earned only ₹454, producing a wage gap of ₹325, with women earning approximately 58% of men's wages. In nira extraction, men earned ₹704, while women earned ₹463, resulting in a gap of ₹241, with women earning around 66% of men's wages. These activities not only command high wages but also show limited female participation, which further constrains women's earning opportunities.

Gender gaps persisted in post-harvest processing activities as well. In dehusking of coconut, men earned ₹670 compared to ₹381 for women, resulting in a gap of ₹289, with women earning only 57% of men's wages. In arecanut dehusking, men earned ₹638, while women earned ₹504, yielding a gap of ₹134, with women earning about 79% of men's wages. In dehusking of other crops, men earned ₹607, compared to ₹491 for women, producing a gap of ₹116, with women earning roughly 81% of men's wages. While post-harvest activities exhibited relatively better parity than harvesting and specialised operations, substantial wage differences remained.

Across plantation crop activities, a consistent pattern emerges: the higher the wage level of the activity for men, the wider the gender wage gap. Women were not only paid less for the same type of work but were also concentrated in lower-paying and less specialised activities, while men dominated high-paying harvesting and specialised operations such as coconut harvesting, toddy tapping, and nira extraction.

In conclusion, the gender-wise analysis of plantation crop activities in Goa during 2021–22 demonstrates that women agricultural labourers face a dual disadvantage—lower wages across all plantation operations and restricted access to higher-paying activities. The persistence of large gender wage gaps across preparatory work, harvesting, specialised operations, and post-harvest processing indicates that gender inequality in plantation wages is structural in nature, deeply embedded in labour allocation and wage-setting practices rather than being a reflection of activity type or regional wage levels alone.

Table No. III

Taluka-wise and Sex-wise distribution of average Daily Wages of Labourers engaged in Skilled and Unskilled Activities in Goa State during the year 2021-22

(in ₹)

MEN

Sr.No.	Taluka	SKILLED								UNSKILLED			
		Carpen-ter	Black-smith	Mason	Bamboo and Cane Worker	Potter	Weaver	Stone Cutter	Others	Cattle Graz-ing	Washer man	Casual Labour (for cons-truction and other general activities)	Others
1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**11**	**12**	**13**	**14**
1	Bardez	784	1006	800	545	500	0	600	663	500	0	670	229
2	Bicholim	1000	1000	1000	1000	1000	1000	1000	0	0	0	700	0
3	Pernem	875	725	888	675	658	650	850	675	575	575	644	550
4	Sattari	800	800	800	800	800	800	800	800	600	600	600	600
5	Tiswadi	1000	700	838	600	400	400	500	475	500	450	850	0
NORTH GOA		**892**	**846**	**865**	**724**	**672**	**570**	**750**	**653**	**544**	**542**	**693**	**460**
6	Ponda	600	567	675	514	431	431	515	700	325	325	479	700
7	Canacona	1425	1000	1000	0	775	0	1000	0	0	700	863	0
8	Darbandora	1325	1100	1150	500	0	0	1000	800	475	0	650	0
9	Mormugao	1700	0	1269	0	0	1063	0	950	0	725	994	981
10	Quepem	1481	1200	1319	925	825	825	825	900	606	613	816	0
11	Salcete	950	600	900	600	500	500	400	675	375	375	750	700
12	Sanguem	1000	592	913	675	750	0	800	700	406	0	569	0
SOUTH GOA		**1212**	**843**	**1032**	**643**	**656**	**705**	**757**	**788**	**437**	**548**	**732**	**794**
Average for Goa State		**1078**	**781**	**963**	**683**	**624**	**630**	**754**	**564**	**485**	**545**	**715**	**627**

Taluka-wise Skilled & Unskilled Activities for Men

The taluka-wise analysis of average daily wages earned by men in skilled and unskilled activities during 2021–22 reveals a highly segmented labour market, with sharp wage differentiation across occupations, skill categories, and talukas. Across Goa, skilled occupations consistently commanded higher wages than unskilled activities, though the extent of this premium varied considerably at the taluka level, reflecting differences in demand for specialised skills, urbanisation, and construction or craft intensity.

In Bardez, skilled wages ranged from ₹500 for potter work to ₹1,006 for blacksmith work, indicating a wide intra-taluka spread of ₹506, or about 101%. Masonry and carpentry wages stood at ₹800 and ₹784 respectively, while bamboo and cane work was relatively lower at ₹545. Among unskilled activities, cattle grazing was paid at ₹500, casual labour at ₹670, and other unskilled work at a low ₹229. Casual labour wages were therefore about 34% higher than cattle grazing wages, while skilled blacksmith wages were nearly four times higher than the lowest-paid unskilled work, highlighting strong skill-based wage segmentation.

In Bicholim, a strikingly uniform pattern was observed for skilled occupations, with most skilled activities such as carpenter, blacksmith, mason, bamboo and cane worker, potter, weaver, and stone cutter uniformly remunerated at ₹1,000 per day, indicating zero intra-skilled variation. However, unskilled activities were largely not prevalent, except for casual labour at ₹700. Skilled wages were thus about 43% higher than unskilled casual labour, reflecting a clear skill premium in the taluka.

Pernem exhibited moderate variation within skilled activities. Wages ranged from ₹650 for weaver work to ₹888 for mason work, yielding a spread of ₹238, or about 37%. Carpenter and stone cutter wages stood at ₹875 and ₹850 respectively. Unskilled wages for cattle grazing and washerman were both ₹575, while casual labour was paid at ₹644, making casual labour wages about 12% higher than other unskilled activities but still 27% lower than mason wages.

In Sattari, an exceptionally uniform wage structure prevailed across both skilled and unskilled activities. Most skilled occupations, including carpenter, blacksmith, mason, bamboo and cane

worker, potter, weaver, stone cutter, and others, were uniformly remunerated at ₹800, while unskilled activities such as cattle grazing, washerman, casual labour, and others were uniformly paid at ₹600. Skilled wages were therefore consistently 33% higher than unskilled wages, reflecting a stable and predictable skill premium.

Tiswadi displayed relatively lower skilled wages compared to other talukas, with skilled wages ranging from ₹400 for potter and weaver work to ₹1,000 for carpenter work, indicating a wide spread of ₹600, or 150%. Masonry at ₹838 and bamboo and cane work at ₹600 occupied the mid-range. Among unskilled activities, casual labour stood out at ₹850, which was 70% higher than cattle grazing wages of ₹500 and even exceeded several skilled occupations such as bamboo and cane work and weaving, indicating a strong demand for general labour in certain sectors within the taluka.

In Ponda, skilled wages were comparatively modest, ranging from ₹431 for potter and weaver work to ₹700 for other skilled work, yielding a spread of ₹269, or about 62%. Carpenter wages stood at ₹600, while mason wages were ₹675. Unskilled activities were paid uniformly at ₹325 for cattle grazing and washerman work, while casual labour stood at ₹479. Casual labour wages were therefore about 47% higher than other unskilled activities but remained 29% lower than mason wages.

Canacona emerged as a high-wage taluka for skilled labour. Skilled wages ranged from ₹775 for potter work to ₹1,425 for carpenter work, producing a spread of ₹650, or about 84%. Mason and stone cutter wages were both ₹1,000. Unskilled wages were limited, with casual labour at ₹863 and washerman work at ₹700. Skilled carpenter wages were about 65% higher than casual labour wages, reinforcing a strong skill premium.

In Dharbandora, skilled wages were also relatively high, ranging from ₹500 for bamboo and cane work to ₹1,325 for carpenter work, a spread of ₹825, or 165%. Mason wages stood at ₹1,150, while blacksmith wages were ₹1,100. Unskilled wages were limited to cattle grazing at ₹475 and casual labour at ₹650, with casual labour being about 37% higher than cattle grazing but still substantially below most skilled wages.

Mormugao recorded the highest skilled wages among all talukas. Carpenter wages peaked at ₹1,700, while mason wages stood at ₹1,269 and weaving at ₹1,063. Several skilled activities were not prevalent, but where present, wages were exceptionally high. Among unskilled activities, casual labour at ₹994 and other unskilled work at ₹981 were also very high. Nevertheless, carpenter wages were still about 71% higher than casual labour, maintaining a clear skill differential.

In Quepem, skilled wages were consistently high across occupations, ranging from ₹825 to ₹1,481, with carpenter wages at ₹1,481 and mason wages at ₹1,319. The spread within skilled activities was about 80%. Unskilled wages ranged from ₹606 for cattle grazing to ₹816 for casual labour, with casual labour being 35% higher than cattle grazing but 45% lower than carpenter wages.

In Salcete, skilled wages showed moderate variation, ranging from ₹400 for stone cutter work to ₹950 for carpenter work, yielding a spread of ₹550, or about 138%. Mason wages stood at ₹900. Unskilled activities such as cattle grazing and washerman work were paid at ₹375, while casual labour stood at ₹750, making casual labour wages 100% higher than other unskilled activities and only about 17% lower than mason wages.

Finally, Sanguem exhibited a balanced skilled wage structure, with wages ranging from ₹592 for blacksmith work to ₹1,000 for carpenter work, a spread of ₹408, or about 69%. Mason wages were ₹913, and bamboo and cane work stood at ₹675. Unskilled wages were relatively modest, with cattle grazing at ₹406 and casual labour at ₹569. Casual labour wages were thus 40% higher than cattle grazing but still 43% lower than carpenter wages.

Overall, the taluka-wise analysis demonstrates that men’s wages in skilled and unskilled activities are strongly influenced by skill intensity and local demand, with skilled occupations consistently outperforming unskilled work in nearly all talukas. However, the magnitude of the skill premium varies widely, and in some talukas, high-paying unskilled casual labour approaches or even exceeds lower-tier skilled wages. The substantial intra-taluka wage

dispersion observed across Goa underscores the heterogeneous nature of non-agricultural labour markets and highlights the critical role of skill differentiation in determining earning outcomes at the taluka level.

District-wise Skilled & Unskilled Activities for Men

The district-wise analysis of men's wages in skilled and unskilled activities during 2021–22 highlights a clear skill premium across both districts, alongside notable differences in the level and structure of remuneration. While skilled occupations consistently commanded higher wages than unskilled work in both districts, the magnitude of the premium and the dispersion across occupations differed between North Goa and South Goa.

In North Goa, district-level average wages for skilled occupations ranged from ₹570 for weaver work to ₹892 for carpenter work, with masons (₹865) and blacksmiths (₹846) also earning relatively high wages. The spread within skilled occupations was ₹322, indicating a moderate degree of differentiation by craft. Among skilled categories, bamboo and cane workers (₹724), potters (₹672), and stone cutters (₹750) occupied the middle of the wage spectrum, while "other skilled" activities averaged ₹653.

For unskilled activities in North Goa, wages were markedly lower. Cattle grazing and washerman work averaged ₹544 and ₹542 respectively, while casual labour stood at ₹693, and other unskilled activities averaged ₹460. Casual labour thus earned about 27% more than cattle grazing and washerman work, reflecting higher demand for general labour compared to traditional unskilled occupations.

Comparing skill categories, the average wage for carpenters in North Goa was about 64% higher than cattle grazing wages, and masons earned roughly 59% more than washermen. Even the lowest-paid skilled occupation (weaver at ₹570) earned around 5% more than the highest-paid traditional unskilled occupation (washerman at ₹542), underscoring a clear district-level skill premium.

In South Goa, wage levels were consistently higher across most skilled occupations and exhibited greater dispersion. Skilled wages ranged from ₹643 for bamboo and cane workers to ₹1,212 for carpenters, yielding a spread of ₹569, which is substantially wider than in North Goa. Masons averaged ₹1,032, stone cutters ₹757, and "other skilled" activities ₹788, indicating

strong demand for construction- and craft-related skills. Blacksmith wages averaged ₹843, while weavers and potters earned ₹705 and ₹656 respectively.

Unskilled wages in South Goa were also higher than those in North Goa but remained well below skilled levels. Cattle grazing averaged ₹437, washerman work ₹548, casual labour₹732, and other unskilled activities ₹794. Casual labour wages were therefore about 67% higher than cattle grazing wages, indicating sharper differentiation within unskilled work itself compared to North Goa.

The skill premium in South Goa was more pronounced. Carpenter wages were approximately 177% higher than cattle grazing wages and about 66% higher than casual labour wages. Even mid-tier skilled occupations such as bamboo and cane work (₹643) earned 47% more than cattle grazing and 17% more than washerman work. This indicates that South Goa's labour market strongly rewards skill intensity and specialised experience.

A cross-district comparison further reinforces these patterns. For skilled occupations, South Goa wages exceeded North Goa wages by 36% for carpenters, 19% for masons, and 21% for stone cutters. In unskilled activities, South Goa casual labour wages were about 6% higher than North Goa, while washerman wages were marginally higher by around 1%. However, cattle grazing wages were actually lower in South Goa than in North Goa, suggesting limited demand or lower valuation for this activity in the southern district.

Overall, the district-wise analysis shows that South Goa offers a higher-wage environment for men, particularly for skilled occupations, but also exhibits greater wage dispersion across skills. North Goa, while relatively lower-paying, displays a more compressed wage structure with smaller gaps between skilled occupations. In both districts, skilled labour commands a substantial and consistent premium over unskilled work, confirming that skill differentiation is the dominant determinant of wage outcomes in men's non-agricultural labour markets in Goa during 2021–22.

Table No. III (concluded)

Taluka-wise and Sex-wise distribution of average Daily Wages of Labourers engaged in Skilled and Unskilled Activities in Goa State during the year 2021-22

(in ₹)

WOMEN

Sr.No.	Taluka	SKILLED								UNSKILLED			
		Carpen-ter	Black-smith	Mason	Bamboo and Cane Worker	Potter	Weaver	Stone Cutter	Others	Cattle Graz-ing	Washer women	Casual Labour (for cons-truction and other general activities)	Others
1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**11**	**12**	**13**	**14**
1	Bardez	700	0	700	400	500	0	0	0	500	0	600	229
2	Bicholim	0	0	0	0	0	0	0	0	0	0	500	0
3	Pernem	0	0	0	538	521	513	0	350	463	463	463	425
4	Sattari	0	0	0	0	0	0	0	0	0	0	350	0
5	Tiswadi	0	0	600	400	200	400	0	0	0	450	600	0
NORTH GOA		**700**	**0**	**650**	**446**	**407**	**457**	**0**	**350**	**482**	**457**	**503**	**327**
6	Ponda	0	511	0	425	394	369	506	500	338	300	363	500
7	Canacona	0	0	0	0	0	0	0	0	0	625	638	0
8	Darbandora	0	0	0	0	0	0	0	0	0	0	450	0
9	Mormugao	0	0	817	0	0	0	0	500	0	200	550	467
10	Quepem	0	0	0	517	0	0	0	0	0	0	456	0
11	Salcete	0	0	0	300	250	250	200	0	400	450	463	388
12	Sanguem	0	600	400	458	500	0	0	0	294	0	369	0
SOUTH GOA		**0**	**556**	**609**	**425**	**381**	**310**	**353**	**500**	**344**	**394**	**470**	**452**
Average for Goa State		**700**	**556**	**629**	**434**	**394**	**383**	**353**	**450**	**399**	**415**	**484**	**402**

Taluka-wise Skilled & Unskilled Activities for Women

The taluka-wise analysis of average daily wages earned by women in skilled and unskilled activities during 2021–22 reveals a labour market marked by very limited participation of women in skilled occupations, sharp intra-taluka wage variation where participation exists, and a strong concentration of women's employment in a narrow set of unskilled and semi-skilled activities. Across talukas, women's wages are generally lower than those of men and are heavily influenced by the availability of work rather than the diversity of skills.

In Bardez, women's participation in skilled activities was selective. Carpenter and mason work were both remunerated at ₹700, while bamboo and cane work stood at ₹400 and potter work at ₹500, resulting in a skilled wage range of ₹300, or about 75% between the lowest and highest skilled activities. Several skilled activities such as blacksmithing, weaving, and stone cutting were not prevalent. Among unskilled activities, cattle grazing stood at ₹500, casual labour at ₹600, and other unskilled work at ₹229. Casual labour wages were therefore about 20% higher than cattle grazing wages and more than 160% higher than other unskilled work, indicating sharp internal disparities within unskilled employment.

In Bicholim, women's engagement in skilled activities was virtually absent, with no skilled occupations reported. Employment opportunities were confined almost entirely tocasual labour, which was remunerated at ₹500. The absence of skilled and traditional unskilled activities such as cattle grazing and washerwomen work highlights a highly restricted employment base for women in the taluka.

Pernem displayed comparatively broader participation among women. Skilled wages ranged from ₹513 for weaver work to ₹538 for bamboo and cane work, a narrow variation of about 5%, indicating relatively uniform remuneration across available skilled activities. Potter work stood at ₹521, while "other skilled" activities were paid at ₹350. Among unskilled activities, cattle grazing and washerwomen work were both remunerated at ₹463, while casual labour was also paid at ₹463, indicating complete parity across unskilled occupations. Other unskilled work stood at ₹425, marginally lower by about 8%.

In Sattari, women's participation in skilled activities was entirely absent. Employment opportunities were limited to casual labour, which was remunerated at ₹350, representing one of the lowest wage levels for women across all talukas. The absence of both skilled and traditional unskilled occupations points to extremely constrained labour market opportunities for women.

In Tiswadi, limited participation was observed in selected skilled activities. Masonry was remunerated at ₹600, bamboo and cane work at ₹400, potter work at ₹200, and weaving at ₹400, resulting in a wide skilled wage spread of ₹400, or 200%, between the lowest and highest skilled activities. Among unskilled activities, casual labour stood at ₹600, while washerwomen work was paid at ₹450. Casual labour wages were thus 33% higher than washerwomen wages and matched the highest skilled wage observed in the taluka.

In Ponda, women participated in a broader mix of skilled activities compared to most talukas. Skilled wages ranged from ₹369 for weaver work to ₹511 for blacksmith work, a spread of ₹142, or about 38%. Bamboo and cane work and potter work stood at ₹425 and ₹394 respectively, while stone cutting at ₹506 and other skilled work at ₹500 represented the higher end of skilled remuneration. Among unskilled activities, cattle grazing was paid at ₹338, washerwomen work at ₹300, and casual labour at ₹363, making casual labour about 21% higher than washerwomen wages but still 29% lower than the highest skilled wage.

In Canacona, women's participation was almost entirely restricted to unskilled activities. Washerwomen work was remunerated at ₹625, while casual labour stood slightly higher at ₹638, indicating minimal variation of about 2%. No skilled activities were reported, highlighting complete exclusion of women from skilled occupations in the taluka. Dharbandora showed a similar pattern of exclusion from skilled activities. Women's employment was confined to casual labour, remunerated at ₹450, with no other skilled or unskilled occupations reported. This reflects a highly narrow and undiversified employment structure for women.

In Mormugao, women's participation was polarised. Masonry was remunerated at a relatively high ₹817, while other skilled activities were largely absent. "Other skilled" work stood at ₹500. Among unskilled activities, washerwomen work was paid at ₹200, while casual labour stood at

₹550 and other unskilled work at ₹467. Casual labour wages were therefore 175% higher than washerwomen wages, highlighting extreme internal disparity within unskilled work in the taluka.

In Quepem, women's skilled participation was limited to bamboo and cane work at ₹517, with no other skilled occupations reported. Casual labour stood at ₹456, indicating that skilled bamboo and cane work was about 13% higher than casual labour. Other unskilled activities were not prevalent, limiting the scope of employment.

In Salcete, women engaged in several low-paying skilled activities. Bamboo and cane work was remunerated at ₹300, potter and weaver work at ₹250, and stone cutting at ₹200, resulting in a skilled wage range of ₹100, or 50%. Among unskilled activities, cattle grazing stood at ₹400, washerwomen work at ₹450, and casual labour at ₹463, making casual labour over twice as remunerative as the lowest skilled activity (stone cutting).

In Sanguem, relatively wider participation was observed. Skilled wages ranged from ₹400 for masonry to ₹600 for blacksmith work, yielding a spread of ₹200, or 50%. Bamboo and cane work stood at ₹458, and potter work at ₹500. Among unskilled activities, cattle grazing was paid at ₹294, while casual labour stood at ₹369. Casual labour wages were thus 25% higher than cattle grazing wages but 38% lower than the highest skilled wage.

Overall, the taluka-wise analysis demonstrates that women's participation in skilled occupations remains extremely limited and uneven across talukas, with many talukas reporting no skilled employment at all. Where skilled work is available, wage levels vary sharply and often overlap with or are even exceeded by unskilled casual labour wages. Unskilled casual labour emerges as the most consistent and, in many cases, the best-remunerated source of employment for women, reflecting both demand-side factors and restricted access to skill-based occupations. The pronounced intra-taluka disparities and narrow activity base underline structural constraints on women's engagement and earnings in skilled and unskilled labour markets across Goa during 2021–22.

District-wise Skilled & Unskilled Activities for Women

The district-wise analysis of women's wages in skilled and unskilled activities during 2021–22 highlights a labour market characterised by limited female participation in skilled occupations, relatively low absolute wage levels, and a strong dependence on a narrow set of unskilled activities for employment. While both districts exhibit clear differences in wage levels across activities, the overall structure reflects persistent constraints on women's access to higher-paying skilled work.

In North Goa, women's participation in skilled activities was highly restricted and uneven. Among skilled occupations where wages were reported, carpentry and masonry recorded the highest average wages at ₹700 and ₹650 respectively, while bamboo and cane work averaged ₹446, potter work ₹407, and weaving ₹457. The spread within skilled occupations thus ranged from ₹407 to ₹700, indicating a variation of nearly 72%, though this variation is driven by a very limited number of activities being available to women. Several skilled occupations such as blacksmithing, stone cutting, and other specialised crafts were largely not prevalent for women in the district.

Unskilled activities in North Goa offered relatively more consistent employment opportunities for women. Cattle grazing and washerwomen work averaged ₹482 and ₹457 respectively, while casual labour averaged ₹503, making it about 10% higher than cattle grazing wages. Other unskilled work averaged ₹327, substantially lower than all other unskilled activities. Even the highest-paying unskilled activity in the district remained well below the better-remunerated skilled activities, although in practice unskilled casual labour provided the most reliable earning option for women.

In South Goa, women's skilled wages were generally higher than those in North Goa but showed greater dispersion across activities. Skilled wages ranged from ₹310 for weaving to ₹609 for masonry, with blacksmith work averaging ₹556 and bamboo and cane work ₹425. Potter work and stone cutting averaged ₹381 and ₹353 respectively, while "other skilled" activities stood at ₹500. This resulted in a skilled wage range of ₹299, or nearly 97%, reflecting substantial differentiation across the few skilled activities accessible to women.

Unskilled wages in South Goa were consistently higher than in North Goa. Cattle grazing averaged ₹344, washerwomen work ₹394, and casual labour averaged ₹470, making casual labour about 37% higher than cattle grazing wages. Other unskilled activities averaged ₹452, indicating relatively better remuneration for miscellaneous unskilled work compared to North Goa. Despite this, unskilled wages in South Goa remained significantly lower than skilled wages such as masonry and blacksmithing.

A comparison across districts shows that South Goa generally offered higher wages for women in both skilled and unskilled activities, though the advantage was more pronounced in unskilled work. Casual labour wages in South Goa exceeded those in North Goa by about 7%, while washerwomen wages were around 14% higher. In skilled activities, South Goa outperformed North Goa in masonry and blacksmith work, whereas North Goa recorded higher average wages for carpentry, reflecting activity-specific differences rather than a uniform district-level pattern.

Overall, the district-wise analysis indicates that women's labour markets in both districts are marked by restricted access to skilled occupations and a strong reliance on unskilled casual labour. While South Goa provides relatively better wage outcomes, particularly for unskilled activities, the persistence of low participation in skilled work and the overlap between skilled and unskilled wage levels underline structural limitations on women's earning potential in non-agricultural labour markets across Goa during 2021–22.

Gender-wise Insights

A. Skilled Activities

The gender-wise comparison of wages in skilled activities during 2021–22 reveals deep and persistent inequalities between men and women across Goa, shaped by both large wage differentials within the same occupations and restricted female participation across most skilled trades. While skilled work commands a strong wage premium for men across talukas and districts, women's access to these occupations remains limited and their wages substantially discounted, resulting in a widening gender gap as skill intensity increases.

At the state level, men consistently out-earned women across all skilled occupations. In carpentry, men earned an average of ₹1,078 per day, while women earned ₹700, resulting in a gender wage gap of ₹378, with women earning only 65% of men's wages. This disparity is compounded by the fact that women's participation in carpentry was confined to very few talukas, whereas men reported carpentry wages across almost all talukas. District-wise, the gap was sharper in South Goa, where men earned ₹1,212 compared to women's near absence or limited participation, while in North Goa, the gap stood at ₹192 (₹892 for men versus ₹700 for women).

In blacksmithing, men earned a state average of ₹781, compared to ₹556 for women, yielding a gap of ₹225, with women earning about 71% of men's wages. However, women's participation in blacksmith work was extremely restricted, reported only in a handful of talukas such as Ponda and Sanguem, while several talukas recorded no female participation at all. This indicates that even where wages appear relatively closer, access to the occupation itself remains a significant barrier.

Masonry, one of the most prominent skilled trades, displayed a substantial and consistent gender gap. Men earned ₹963 at the state level, while women earned ₹629, resulting in a gap of ₹334, with women earning about 65% of men's wages. District-wise, men's masonry wages reached ₹1,032 in South Goa compared to ₹609 for women, a gap of ₹423, while in North Goa the gap stood at ₹215. Taluka-wise evidence from places such as Mormugao, Quepem, and Canacona

shows men earning above ₹1,200, while women either earned substantially less or were entirely absent from masonry work.

In bamboo and cane work, men earned an average of ₹683, compared to ₹434 for women, resulting in a gap of ₹249, with women earning around 64% of men's wages. While this occupation showed slightly wider female participation than other skilled trades, the wage penalty remained consistent across talukas, indicating undervaluation of women's labour even where access exists.

Lower-tier skilled activities showed no meaningful improvement in gender parity. In potter work, men earned ₹624, while women earned ₹394, producing a gap of ₹230, with women earning just 63% of men's wages. In weaving, men earned ₹630 compared to women's ₹383, yielding a gap of ₹247, with women earning 61% of men's wages. Despite weaving traditionally being perceived as more accessible to women, the data clearly shows that wage parity does not follow participation.

The widest proportional gender gap among skilled activities was observed in stone cutting, where men earned ₹754, while women earned only ₹353, resulting in a gap of ₹401, with women earning less than 47% of men's wages. Moreover, women's participation in stone cutting was minimal and geographically concentrated, further intensifying inequality in this physically demanding but high-value skilled trade.

In the category of other skilled activities, men earned ₹564, while women earned ₹450, resulting in a smaller but still significant gap of ₹114, with women earning about 80% of men's wages. This narrower gap reflects the heterogeneous nature of this category but does not offset the broader pattern of gender disadvantage across core skilled trades.

Across skilled occupations, a consistent structural pattern emerges: as the wage level and skill intensity increase, the gender wage gap widens and female participation declines. Men experience a clear and steep skill premium, with wages rising sharply from unskilled to skilled trades, while women face a compressed skilled wage structure where higher skill does not

translate into proportionate wage gains. In many talukas, women's highest skilled wages overlap with or fall below men's lower-end skilled wages, underscoring the combined effect of wage discrimination and occupational exclusion.

B. Unskilled Activities

The gender-wise comparison of wages in unskilled activities during 2021–22 shows that although wage gaps between men and women are narrower than in skilled occupations, they remain persistent, widespread, and structurally embedded across talukas and districts. Unskilled work represents the most common and accessible source of employment for women; however, even within this segment, women consistently earn less than men and experience uneven access to relatively better-paid unskilled activities.

At the Goa State level, men earned higher wages than women across all unskilled categories. In cattle grazing, men earned an average of ₹485 per day, while women earned ₹399, resulting in a gender wage gap of ₹86, with women earning about 82% of men's wages. This represents the narrowest gender gap among unskilled activities, largely because cattle grazing is traditionally low-paid for both genders and shows limited upward wage mobility.

In washerman/washerwomen work, men earned ₹545, while women earned ₹415, producing a gap of ₹130, with women earning approximately 76% of men's wages. Despite the occupational similarity, women's wages remained substantially discounted, reflecting gender-based wage differentiation even in traditional service-oriented work.

The most significant unskilled gender disparity was observed in casual labour for construction and other general activities, which also happens to be the largest source of employment for women across talukas. Men earned an average of ₹715, compared to ₹484 for women, resulting in a gap of ₹231, with women earning only 68% of men's wages. This gap is particularly critical because casual labour often substitutes for skilled employment for women, yet fails to provide comparable economic returns.

In other unskilled activities, men earned ₹627, while women earned ₹402, yielding a gap of ₹225, with women earning roughly 64% of men's wages. This category shows one of the widest proportional gaps within unskilled work, suggesting that even miscellaneous or residual unskilled activities are structured in a way that disadvantages women.

District-wise comparisons reinforce these state-level patterns. In North Goa, men earned ₹544 in cattle grazing compared to ₹482 for women, a gap of ₹62, with women earning about 89% of men's wages. In washerman/washerwomen work, men earned ₹542, while women earned ₹457, resulting in a gap of ₹85. In casual labour, men earned ₹693, compared to women's ₹503, producing a gap of ₹190, with women earning 73% of men's wages. In other unskilled activities, the gap widened to ₹133 (₹460 for men versus ₹327 for women), highlighting sharper inequality at the lower end of the unskilled wage spectrum.

In South Goa, gender disparities were generally wider in absolute terms. Men earned ₹437 in cattle grazing, while women earned ₹344, resulting in a gap of ₹93. In washerman/washerwomen work, men earned ₹548 compared to women's ₹394, yielding a gap of ₹154. In casual labour, men earned ₹732, while women earned ₹470, producing a gap of ₹262, with women earning only 64% of men's wages. In other unskilled activities, men earned ₹794, while women earned ₹452, resulting in a substantial gap of ₹342, the largest district-level gender gap within unskilled work.

Taluka-wise patterns further illustrate the uneven nature of unskilled wage gaps. In talukas such as Mormugao, Quepem, and Canacona, men's casual labour wages exceeded ₹800–₹900, while women's wages ranged between ₹456 and ₹638, resulting in gaps of ₹250–₹400. Conversely, in talukas such as Sattari and Bicholim, both men's and women's unskilled wages were low, but women's wages still lagged behind men's, indicating that gender disparity persists regardless of absolute wage level.

A critical structural insight emerges from the unskilled comparison: women's unskilled wages frequently overlap with or fall below women's skilled wages, while men experience a clear separation between skilled and unskilled earnings. For men, casual labour at ₹715 sits well below skilled masonry and carpentry wages, whereas for women, casual labour at ₹484 often matches

or exceeds wages from several skilled activities such as weaving, potter work, or bamboo and cane work. This overlap indicates that unskilled labour functions as the primary earnings anchor for women, not as a transitional category toward higher-skilled employment.

Overall, the gender-wise comparison of unskilled activities demonstrates that while unskilled work offers broader participation for women, it does not offer wage parity. Gender gaps persist across all unskilled occupations, widen in high-demand talukas and districts, and are particularly pronounced in casual labour and other unskilled activities. These patterns confirm that even at the lower end of the labour market, gender-based wage inequality remains entrenched and closely linked to both occupational segregation and unequal valuation of women's labour.

Integrated Cross-Table Insights

1. A clear wage hierarchy exists across sectors, but gender alters its strength

For men, this hierarchy is strong and well-defined. Skilled trades such as carpentry, masonry, and stone cutting consistently yielded the highest wages (often ₹900–₹1,700), followed by plantation harvesting and specialised plantation activities, and finally field crop agricultural operations.

For women, however, this hierarchy is compressed and distorted. In multiple talukas, women's wages in unskilled casual labour equalled or exceeded their wages in skilled agricultural or plantation activities, indicating that skill acquisition does not translate into proportional wage gains for women. This is a critical structural insight cutting across all tables.

2. Gender wage gaps widen systematically with skill and value of activity

Across all sectors, the gender wage gap increases as the economic value and skill intensity of the activity increases:

- In basic agricultural field crop activities, women typically earned 70–85% of men's wages.
- In plantation harvesting and specialised operations, women earned 50–70% of men's wages.
- In skilled non-agricultural trades, women's earnings dropped further to 45–65% of men's wages, and in some activities (stone cutting), even below 50%.

This pattern is consistent across talukas and districts, indicating that gender inequality is not incidental but structurally embedded in higher-value labour segments.

3. Participation exclusion matters as much as wage gaps

An important cross-table insight is that gender inequality operates through two channels simultaneously:

1. Lower wages where women participate, and
2. Complete exclusion from many high-paying activities

Examples across tables show:

- Women entirely absent from several skilled trades in many talukas.

- Women not reported in specialised plantation activities (e.g., toddy tapping, nira extraction) in large parts of Goa.
- Even in agriculture, women's participation narrows as activities become mechanised, risky, or market-linked.

Thus, the effective gender gap is larger than what wage comparisons alone suggest, because exclusion removes access to entire income streams.

4. South Goa offers higher wages—but also sharper gender inequality

When data from all tables are read together, South Goa consistently records higher wages than North Goa across agriculture, plantation, and skilled activities for both men and women. However, this higher wage environment comes with sharper gender differentials:

- Men benefit disproportionately from South Goa's high-value plantation and skilled activities.
- Women's wages do increase in South Goa, but not at the same rate, resulting in wider absolute and percentage gender gaps, especially in skilled and plantation harvesting activities.

In contrast, North Goa shows lower wages but slightly narrower gaps, driven more by uniform low participation of women rather than wage escalation for men.

5. Casual labour emerges as the economic "floor" for women across sectors

Across agriculture, plantation, and skilled/unskilled tables, unskilled casual labour plays a unique role for women:

- It is the most consistently available activity across talukas.
- It often pays as much as or more than women's skilled or plantation work.
- It acts as a default employment option, not a transitional one.

This explains why women remain concentrated in casual labour despite skill presence—the opportunity cost of moving to skilled work is often negative for women.

6. Intra-taluka wage inequality is driven by activity, not geography

A key insight across tables is that within the same taluka, wage variation across activities is often larger than variation across talukas for the same activity. For example:

- In the same taluka, men's wages could range from ₹500 in field agriculture to ₹1,500+ in skilled trades.
- Women's wages within the same taluka might range from ₹300 in low-end activities to ₹600–₹700 in casual or selective skilled work.

This implies that activity diversification matters more than location alone for income outcomes, especially for women.

7. Plantation activities act as a partial bridge—but only for men

Plantation crop activities sit between agriculture and skilled trades in the wage hierarchy. For men, plantation harvesting and specialised activities often provide a bridge to higher earnings, sometimes approaching skilled trade wages.

For women, this bridging effect is weak:

- Participation is limited.
- Wage premiums are smaller.
- Many high-value plantation activities are male-dominated.

Thus, plantation work reduces income inequality among men, but not between genders.

8. Structural pattern: skill premium vs gender penalty

Across all tables, a powerful structural contrast emerges:

- Men experience a strong skill premium: wages rise sharply with skill, specialisation, and market linkage.
- Women experience a gender penalty: wage increases with skill are muted, inconsistent, or absent.

This explains why:

- Men's income trajectories steepen across agriculture → plantation → skilled trades.
- Women's income trajectories flatten early, often plateauing at casual labour wages.

Conclusion

The comprehensive analysis of average daily wages across agricultural field crop activities, plantation crop activities, and skilled and unskilled non-agricultural activities for 2021–22 reveals a clearly stratified wage structure in Goa, shaped by the interaction of sector, activity type, skill intensity, gender, and regional context. When all tables are read together, it becomes evident that wage outcomes are not determined by any single factor but by a layered hierarchy in which skill and market linkage elevate wages, while gender systematically constrains earning potential.

Across sectors, a consistent wage hierarchy is observed. Skilled non-agricultural activities occupy the highest rung of the wage ladder, followed by plantation crop activities, particularly harvesting and specialised operations, while agricultural field crop activities remain at the lower end. This hierarchy holds strongly for men, who experience clear wage escalation as they move from basic agricultural tasks to plantation work and further into skilled trades. For women, however, this hierarchy is significantly compressed. In many instances, women's wages in skilled agricultural or plantation activities overlap with, or fall below, their wages in unskilled casual labour, indicating that skill acquisition does not translate into proportionate wage gains for women.

Gender emerges as the most persistent and cross-cutting determinant of wage inequality. Across all tables, women consistently earn less than men for comparable activities, with gender wage gaps widening as the economic value and skill intensity of the activity increase. In basic agricultural field crop activities, women generally earn a relatively higher proportion of men's wages, but this proportion declines sharply in plantation harvesting, specialised plantation operations, and skilled non-agricultural trades.

The analysis further shows that gender inequality operates not only through lower wages but also through restricted participation, with women entirely absent from many high-paying skilled and specialised activities across several talukas.

Regional patterns add another layer of differentiation. South Goa consistently records higher wages than North Goa across agriculture, plantation, and skilled activities, reflecting greater commercialisation and demand for specialised labour. However, this higher wage environment disproportionately benefits men, resulting in sharper absolute gender gaps in South Goa, particularly in skilled and plantation activities. North Goa, while characterised by lower overall wages, often shows narrower gaps driven by uniformly low female participation rather than wage convergence.

At the taluka level, the analysis demonstrates that activity type matters more than location alone. Within the same taluka, wage variation across activities is often far greater than variation across talukas for the same activity. This underscores that access to high-paying activities—rather than geographic location by itself—is the key driver of income differences. For women, this access remains limited, leading to heavy dependence on unskilled casual labour, which emerges across all tables as the most consistent and sometimes the best-paid source of employment for them, albeit without narrowing the gender gap.

Plantation crop activities occupy a transitional position in the wage structure. For men, plantation harvesting and specialised operations provide a partial bridge between agriculture and skilled trades, offering significant wage premiums. For women, this bridging effect is weak, as participation is limited and wage premiums are modest. As a result, plantation work reduces income inequality among men more than it does between genders.

In synthesis, the combined evidence from all tables points to a structural imbalance in Goa's labour market. Men benefit from a strong skill premium, sectoral mobility, and access to high-value activities, while women face a persistent gender penalty manifested through lower wages, restricted occupational access, and a flattened wage trajectory. The wage structure observed in 2021–22 thus reflects not only economic and sectoral differences but also deeply embedded gender-based segmentation. Any meaningful effort to improve wage outcomes must therefore go beyond adjusting wage rates and address women's access to skilled and high-value activities, without which gender disparities in earnings are likely to persist despite overall wage growth.