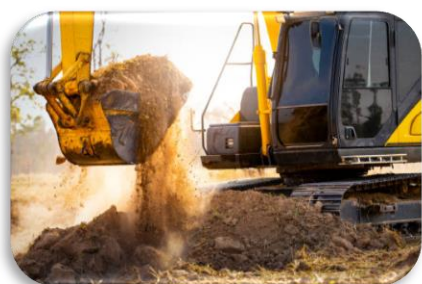
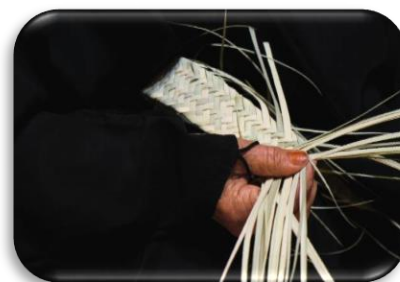




GOVERNMENT OF GOA



REPORT ON RURAL WAGES 2022-23



DIRECTORATE OF PLANNING, STATISTICS &
EVALUATION
PORVORIM, GOA

PREFACE

This annual brochure on Rural Wages is the 40th 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 2022-23 (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

The present report provides a comprehensive and systematic analysis of average daily wage rates of rural labourers in Goa for the year 2022–23, based on taluka-wise wage data compiled for agricultural labour, plantation crop activities, and skilled and unskilled occupations. The analysis is intended to present a clear, data-driven picture of wage behaviour across talukas & districts, activities, and gender, and to support informed understanding of rural labour market conditions in the State.

Rural wage levels constitute a critical economic indicator, reflecting the interaction of labour demand and supply, the nature and intensity of work, skill requirements, seasonality of operations, and the broader rural economic environment. Differences in wage rates across talukas and districts often signal underlying structural variations such as cropping patterns, plantation concentration, availability of labour, degree of mechanisation, and the presence of alternative employment opportunities outside agriculture.

The scope of this report extends beyond the mere presentation of wage figures. It systematically examines inter-taluka variation, intra-district contrasts, district-level differentials between North Goa and South Goa, and gender-based wage disparities across a wide range of agricultural activities. Particular attention is paid to identifying wage dispersion, concentration, and patterns of uniformity, as well as to recognising areas where certain activities are structurally absent.

A reported wage of zero is interpreted strictly as an indication that the corresponding activity was not carried out or not prevalent in the taluka during the reference period. Such zero values are treated as evidence of structural absence of activity, rather than as indicators of low or unpaid labour, and are analysed accordingly in the assessment of wage patterns.

The report also incorporates a gender-wise analysis across all categories of work, enabling a comprehensive comparison of wage levels between men and women engaged in comparable agricultural, plantation, and skilled or unskilled activities. This approach allows for an assessment of whether observed wage differentials are activity-specific, location-specific, or structurally embedded within the rural labour market.

By integrating taluka-wise, district-wise, and gender-wise perspectives, and by examining agricultural labour, plantation work, and skilled and unskilled occupations within a single analytical framework, the report aims to present a complete, internally consistent, and statistically grounded assessment of rural wage conditions in Goa during 2022-23.

About the Tables

Table 1: Taluka-wise Average Daily Wages of Agricultural Labourers in Agricultural Field Crop Activities, 2022–23

Table 1 (pages 9 and 15) details the taluka-wise average daily wages received by male and female agricultural labourers engaged in agricultural field crop activities during 2022-23 in North Goa and South Goa, respectively. It presents activity-specific wage data for key field operations such as digging, ploughing, transplanting, irrigation, manuring, weeding, harvesting, threshing, as well as general agricultural work.

The table allows for a comparison of wage levels across different activities within each taluka, identification of the lowest and highest wage rates, and assessment of wage variation within talukas. It also supports inter-taluka and inter-district comparisons, thereby highlighting differences in wage structures between North Goa and South Goa. Overall, the table provides a foundational framework for examining regional disparities, activity-wise wage differentials, and the overall earning patterns of agricultural labourers involved in field crop cultivation in Goa

Table 2: Taluka-wise Average Daily Wages of Agricultural Labourers in Plantation Crop Activities, 2022–23

Table 2 (pages 23 and 29) presents the taluka-wise average daily wages earned by male and female agricultural labourers engaged in plantation crop activities during 2022-23 in North Goa and South Goa, respectively. It includes activity-wise wage information for major plantation operations such as pit digging, plantation work, green manuring, irrigation, harvesting of plantation crops (including coconut, arecanut, and others), cashew apple and nut collection, toddy tapping, nira extraction, and dehusking.

This table enables an evaluation of wage variation across different plantation activities within each taluka, identification of higher wage rates associated with harvesting and specialised plantation tasks, and comparison across preparatory, harvesting, and post-harvest operations. 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 wage dispersion within talukas across various plantation activities. Overall, the table serves as a basis for analysing activity-specific wage differentials and earning patterns of agricultural labourers engaged in plantation agriculture in Goa.

Table 3: Taluka-wise and District-wise Average Daily Wages of Agricultural Labourers in Skilled and Unskilled Activities, 2022–23

Table 3 (pages 37 and 43) provides taluka-wise and district-wise average daily wage data for agricultural labourers engaged in skilled and unskilled activities during 2022-23, with separate wage information for men and women 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 trades, along with key unskilled activities including cattle grazing, washerman/washerwoman work, casual labour, and other unskilled tasks.

The table facilitates comparisons of wage levels across skill categories, assessment of skill-based wage premiums within and across talukas, and identification of wage variation at both the taluka and district levels. By presenting gender-disaggregated wage data, it also enables an 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 differentials, regional variation, and gender disparities in non-agricultural labour activities in Goa during 2022-23.

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 2022-23											
MEN											
Sr. No.	District/Taluka	Digging	Ploughing	Transplanting	Irrigation	Manuring	Weeding	Harvesting	Threshing	General Agriculture work	(in ₹)
1	2	3	4	5	6	7	8	9	10	11	
1	Bardez	631	619	588	550	550	563	708	588	631	
2	Bicholim	650	650	650	650	650	650	650	650	650	
3	Pernem	650	650	650	650	650	650	650	650	650	
4	Sattari	675	675	675	675	675	675	675	675	675	
5	Tiswadi	600	0	600	0	0	0	0	0	550	
	NORTH GOA	641	648	633	631	631	634	671	641	631	
6	Canacona	600	775	0	0	500	0	825	825	750	
7	Dharbandora	713	717	663	563	604	604	708	663	0	
8	Mormugao	888	1229	625	625	0	1000	938	965	604	
9	Quepem	825	913	889	850	867	875	871	867	406	
10	Salcete	813	1000	625	763	763	763	850	763	900	
11	Sanguem	633	633	700	675	700	733	700	600	528	
12	Ponda	625	400	400	400	400	500	550	400	867	
	SOUTH GOA	728	810	650	646	639	746	777	726	676	
	Average for Goa State	685	729	641	639	635	690	724	683	654	

Taluka-wise Agricultural Field Crop Activities for Men

The taluka-wise examination of male agricultural wages during 2022–23 reveals substantial variation in both wage levels and wage structures, reflecting differences in the intensity of agricultural activity, nature of operations undertaken, and local labour market conditions.

In Bardez, male agricultural wages are relatively stable across most activities. Wages for digging, ploughing, transplanting, irrigation, manuring, and weeding largely fall within a narrow band of ₹550 to ₹631, indicating limited intra-taluka dispersion. Harvesting emerges as the highest-paid activity at ₹708, reflecting a clear premium over routine agricultural work. The general agricultural wage of ₹631 positions Bardez marginally below the State average, suggesting moderate labour demand without sharp wage pressures.

Bicholim presents a distinctly different pattern, characterised by complete wage uniformity across all agricultural activities, with a flat rate of ₹650 per day. The absence of variation between operations such as digging, ploughing, harvesting, and threshing indicates a highly standardised agricultural labour market, where the type of work does not significantly influence remuneration. This uniformity also suggests stable labour availability and predictable wage-setting mechanisms.

A similar pattern is observed in Pernem, where all reported agricultural activities are remunerated uniformly at ₹650. Like Bicholim, Pernem shows no wage dispersion across tasks, reinforcing the presence of a homogeneous wage structure within the taluka. However, the uniform wage level remains only marginally above the State average, indicating stability rather than wage strength.

In Sattari, wage uniformity persists but at a higher level. All agricultural activities are paid at ₹675, which is consistently above the State average across most operations. This places Sattari among the relatively better-paying talukas for male agricultural labour, despite the absence of activity-wise wage differentiation. The uniform but elevated wage level suggests stronger labour valuation or tighter labour availability.

In contrast, Tiswadi reflects limited agricultural engagement because the taluka is urbanized to a large extent. Several agricultural activities are not reported, indicating structural absence. Among the activities that are reported, wages remain comparatively low. General agricultural work is paid at

₹550, which is significantly below the State average, while digging and transplanting are reported at ₹600. This combination of activity absence and lower wage levels points to reduced reliance on agricultural labour within the taluka.

Moving to South Goa, Canacona records substantially higher wage levels. Digging is paid at ₹600, while ploughing rises sharply to ₹775. Harvesting and threshing both command ₹825, and general agricultural work is remunerated at ₹750, placing Canacona well above the State average across most operations. The relatively high and consistent wage levels across activities indicate strong agricultural labour demand.

In Dharbandora, wages show moderate dispersion. Digging and ploughing range between ₹712 and ₹717, with ploughing emerging as the highest-paid operation, while irrigation wages fall sharply to ₹563. Harvesting wages, at ₹708, remain comparatively high, reflecting a premium similar to that observed in Bardez, though at a higher base level. The absence of reported wages for general agricultural work suggests selective engagement in specific operations rather than broad-based agricultural employment.

Mormugao stands out as an extreme outlier in the State. The wage for ploughing reaches ₹1,229, the highest agricultural wage recorded across all talukas. Digging is also exceptionally high at ₹888, while harvesting is paid at ₹938. However, general agricultural work drops sharply to ₹604, creating a very wide internal wage spread. This pattern indicates that wages in Mormugao are driven by task-specific premiums, particularly for labour-intensive or skill-linked operations, rather than uniformly high remuneration.

In Quepem, agricultural wages are generally high for specialised operations. Digging is paid at ₹825, ploughing at ₹913, and transplanting at ₹889, all significantly above the State average. However, general agricultural work is reported at only ₹406, one of the lowest in the State. This sharp contrast highlights a strong segmentation between specialised agricultural tasks and routine labour within the taluka.

Salcete records consistently high wages across almost all agricultural activities. Ploughing reaches ₹1,000, harvesting stands at ₹850, and general agricultural work is paid at ₹900, the highest general agricultural wage among all talukas. The limited dispersion between activities indicates uniformly strong labour demand rather than isolated task-specific premiums.

In Sanguem, wages remain moderate and relatively balanced. Most agricultural activities fall between ₹600 and ₹733, while general agricultural work is reported at ₹528, slightly below the taluka's task-specific wages. This suggests steady but not exceptional labour demand.

Finally, Ponda presents a mixed structure. While wages for several basic operations such as ploughing, transplanting, and irrigation are reported at ₹400, general agricultural work is remunerated at ₹867, placing it among the higher-paying talukas for routine labour. This divergence indicates selective valuation of general agricultural labour, despite lower wages for specific tasks.

Overall, the taluka-wise analysis for men reveals three broad patterns: talukas with uniform wage structures (Bicholim, Pernem, Sattari), talukas with high but uneven wages driven by task-specific premiums (Mormugao, Quepem), and talukas with consistently high wages across activities (Salcete, Canacona). These patterns underline the heterogeneous nature of agricultural labour markets across Goa during 2022–23.

District-wise Agricultural Field Crop Activities for Men

The district-wise assessment of male agricultural wages during 2022–23 reveals a clear and consistent wage differential between South Goa and North Goa across all agricultural activities, indicating structurally stronger labour demand in South Goa.

Across land preparation activities, South Goa records markedly higher wages. Digging averages ₹728 in South Goa compared to ₹641 in North Goa, reflecting a difference of roughly 14%. The disparity widens further in ploughing, where South Goa records an average wage of ₹810, significantly higher than ₹648 in North Goa, translating into a premium of approximately 25%. This indicates that labour-intensive and skill-linked preparatory operations command substantially higher remuneration in South Goa.

In crop establishment activities, South Goa continues to maintain a wage advantage. Transplanting averages ₹650 in South Goa compared to ₹633 in North Goa, while irrigation wages stand at ₹646 in South Goa against ₹631 in North Goa. Although the absolute differences in these operations are narrower than in ploughing, the consistency of South Goa's lead across all activities reinforces the presence of a structurally stronger wage environment.

For crop maintenance operations, the inter-district differential becomes more pronounced. Manuring in South Goa averages ₹639, marginally higher than ₹631 in North Goa, while weeding records a sharper contrast, with South Goa averaging ₹746 compared to ₹634 in North Goa, indicating a wage advantage of nearly 18%. This suggests higher labour demand during peak crop maintenance phases in South Goa.

The contrast is most visible in harvest and post-harvest operations. Harvesting wages average ₹777 in South Goa, substantially higher than ₹671 in North Goa, reflecting a difference of about 16%. Similarly, threshing in South Goa averages ₹726, compared to ₹641 in North Goa, indicating a premium of approximately 13%. These higher wages during harvest-related activities point towards tighter labour availability or higher labour intensity in South Goa during peak agricultural seasons.

Even for general agricultural work, which reflects routine and non-specialised labour, South Goa maintains an advantage. The average wage for general agricultural work stands at ₹676 in South Goa,

compared to ₹631 in North Goa, marking a difference of about 7%. Although smaller than the gaps observed in specialised activities, this consistent differential confirms that South Goa's higher wage structure extends across the entire agricultural labour spectrum.

Taken together, the district-wise analysis for men demonstrates that South Goa outperforms North Goa across every agricultural activity without exception. The magnitude of the wage gap varies by activity, being widest in ploughing, weeding, and harvesting, and relatively narrower in transplanting and irrigation. This pattern indicates that South Goa's agricultural labour market is characterised not only by higher average wages but also by stronger premiums for labour-intensive and peak-season operations, firmly establishing it as the higher-wage agricultural district for men during 2022–23.

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 2022-23											
(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	475	
2	Bicholim	0	475	475	475	475	475	475	475	475	
3	Pernem	0	375	375	375	375	375	375	375	375	
4	Sattari	0	388	388	388	388	388	388	388	388	
5	Tiswadi	500	0	500	0	0	0	0	0	500	
NORTH GOA		517	447	448	434	384	409	434	409	443	
6	Canacona	0	0	600	600	550	500	650	675	0	
7	Dharbandora	425	700	500	450	363	367	375	381	406	
8	Mormugao	800	0	0	0	0	800	519	0	528	
9	Quepem	589	700	611	600	600	617	483	600	488	
10	Salcete	525	500	525	638	513	513	650	550	513	
11	Sanguem	400	400	400	425	400	400	400	300	417	
12	Ponda	338	0	300	300	300	338	413	300	450	
SOUTH GOA		513	575	489	502	454	505	499	468	467	
Average for Goa State		515	511	468	468	419	457	466	439	455	

Taluka-wise Agricultural Field Crop Activities for Women

The taluka-wise analysis of female agricultural wages during 2022–23 reveals considerable variation in wage levels, participation across activities, and internal wage structures, reflecting differences in the extent of women’s engagement in agricultural operations and local labour market conditions.

In Bardez, women’s agricultural wages show moderate dispersion across activities. Digging and ploughing are remunerated at ₹533 and ₹550 respectively, while transplanting and irrigation are paid at ₹500. Manuring records a notably lower wage of ₹300, indicating weaker valuation for this activity. Harvesting and threshing are paid at ₹500 and ₹400, while general agricultural work stands at ₹475, placing Bardez close to, but slightly above, the State average for women. The variation across activities indicates selective valuation rather than uniform remuneration.

Bicholim exhibits highly uniform female wages wherever activities are reported. Most agricultural operations such as ploughing, transplanting, irrigation, manuring, weeding, harvesting, and threshing are remunerated at ₹475. Digging is not reported, indicating absence of this activity for women. The uniform wage structure suggests a standardised but relatively low-paying female labour market, with wages remaining below the State average.

In Pernem, women’s wages are uniformly reported at ₹375 across all activities, making it one of the lowest-paying talukas for female agricultural labour. The complete absence of wage differentiation across operations indicates a homogeneous but weak wage structure, reflecting limited bargaining power or lower demand for female labour.

Sattari follows a similar pattern, with female wages uniformly reported at ₹388 across activities. While marginally higher than Pernem, wages in Sattari remain well below the State average, reinforcing the presence of a low-wage but internally consistent female labour market.

In Tiswadi, women’s participation in agricultural activities is limited, with several activities not reported. Where reported, digging and transplanting are paid at ₹500, and general agricultural work is also reported at ₹500. The absence of most other activities suggests restricted engagement of women in agriculture, rather than widespread participation at low wages.

Moving to South Goa, Canacona shows selective but higher remuneration. Transplanting and irrigation are paid at ₹600, manuring at ₹550, and harvesting at ₹650, while threshing reaches ₹675. General agricultural work is not reported. The relatively higher wages for reported activities indicate stronger valuation of female labour where participation exists, though across a limited range of operations.

In Dharbandora, women's wages show noticeable dispersion. Digging is paid at ₹425, ploughing at ₹700, transplanting at ₹500, and irrigation at ₹450. Manuring and weeding are lower, at around ₹363–₹367, while harvesting and threshing fall further to ₹375 and ₹381. General agricultural work is paid at ₹406, placing Dharbandora slightly below the State average. The spread reflects activity-specific valuation combined with moderate overall wage levels.

Mormugao stands out for extreme variability. Digging is paid at ₹800, while ploughing, transplanting, irrigation, and manuring are not reported, indicating selective participation. Weeding is remunerated at ₹800, harvesting at ₹519, and general agricultural work at ₹528. This pattern suggests high premiums for specific labour-intensive tasks, alongside absence of routine female agricultural engagement.

In Quepem, women's wages are comparatively higher and more evenly distributed. Digging stands at ₹589, ploughing at ₹700, transplanting at ₹611, irrigation and manuring at ₹600, and weeding at ₹617. Harvesting drops to ₹483, while threshing remains at ₹600. General agricultural work is reported at ₹488, close to the State average. Overall, Quepem reflects a relatively balanced and higher-paying environment for female agricultural labour.

Salcete records moderate and consistent female wages across activities. Digging and transplanting are paid at ₹525, irrigation at ₹638, manuring and weeding at ₹513, and harvesting at ₹650. Threshing stands at ₹550, while general agricultural work is reported at ₹513. The relatively narrow wage range indicates stable participation with modest wage premiums in harvesting-related activities.

In Sanguem, female wages are relatively uniform. Digging, ploughing, transplanting, manuring, and weeding are all reported at ₹400, irrigation at ₹425, and harvesting at ₹400. Threshing drops to ₹300, while general agricultural work stands at ₹417. These figures place Sanguem among the lower-paying talukas, though with broad participation across activities.

Finally, Ponda records some of the lowest female wages for basic agricultural operations, with digging at ₹338 and transplanting and irrigation at ₹300. Manuring stands at ₹300, and weeding at ₹338. Harvesting is slightly higher at ₹413, while threshing returns to ₹300. General agricultural work is paid at ₹450, closer to the State average, indicating selective elevation for routine labour despite low task-specific wages.

Overall, the taluka-wise analysis for women highlights three dominant patterns: talukas with uniform but low female wages (Pernem, Sattari), talukas with selective high wages driven by specific activities (Mormugao, Canacona), and talukas with moderate but broadly distributed wages across activities (Quepem, Salcete). These patterns underscore the heterogeneous nature of female agricultural labour participation and valuation across Goa during 2022–23.

District-wise Agricultural Field Crop Activities for Women

The district-wise examination of female agricultural wages during 2022–23, considering all agricultural activities collectively, reveals a consistent wage advantage for South Goa over North Goa, though the magnitude of this advantage remains moderate and relatively compressed when compared to the district-level differentials observed for men.

Across basic land preparation activities, women in South Goa earn higher average wages than those in North Goa. Digging averages ₹513 in South Goa compared to ₹517 in North Goa, indicating near parity in this activity, while ploughing shows a clearer contrast, with ₹575 in South Goa against ₹447 in North Goa, reflecting a substantial district-level difference. This suggests that female participation in more demanding preparatory operations is better remunerated in South Goa.

In crop establishment operations, district-wise differences become more evident. Transplanting averages ₹489 in South Goa, compared to ₹448 in North Goa, while irrigation stands at ₹502 in South Goa against ₹434 in North Goa. These figures indicate a systematic wage premium in South Goa during stages that require sustained labour input over longer periods.

For crop maintenance activities, the district-level contrast remains consistent. Manuring averages ₹454 in South Goa compared to ₹384 in North Goa, while weeding records ₹505 in South Goa against ₹409 in North Goa. The relatively larger differentials in these activities suggest higher demand for female labour during intensive maintenance phases in South Goa.

The pattern continues into harvest and post-harvest operations. Harvesting wages average ₹499 in South Goa, exceeding ₹434 in North Goa, while threshing stands at ₹468 in South Goa compared to ₹409 in North Goa. These differences, though not extreme, indicate that peak-season labour requirements in South Goa translate into higher female wages.

Even in general agricultural work, which reflects routine and non-specialised labour, South Goa maintains an advantage. The average wage for women engaged in general agricultural work stands at ₹467 in South Goa, compared to ₹443 in North Goa, indicating a modest but consistent district-level premium.

Overall, female agricultural wages in South Goa range between ₹454 and ₹575 across different activities, while in North Goa they vary from ₹384 to ₹517. This translates into a district-level wage advantage of approximately 10–20% in favour of South Goa across most agricultural operations.

Importantly, the inter-district wage gap for women is narrower than that observed for men, suggesting a compressed female wage structure. While South Goa consistently offers higher absolute wages, the incremental gains over North Goa remain limited and fairly uniform across activities. This indicates that district-level economic advantages raise female wages in absolute terms but do not substantially alter their relative position within the agricultural labour market.

In summary, the district-wise analysis for women demonstrates that South Goa provides relatively better remuneration for female agricultural labour across all activities, but the differences remain moderate and structurally constrained, pointing to broadly similar wage-setting mechanisms for women across districts during 2022–23.

Gender-wise Insights for Agriculture Field Crop Activity

A gender-wise comparison of agricultural wages in Goa during 2022–23, considering all agricultural activities collectively, reveals a systematic and persistent wage differential in favour of men across all talukas and districts. The disparity is evident across land preparation, crop establishment, crop maintenance, harvesting, post-harvest operations, and general agricultural work, indicating that the gender gap is broad-based rather than confined to specific tasks.

At the State level, male agricultural wages across different activities generally range from ₹635 to ₹729, whereas corresponding female wages range from ₹419 to ₹515. When viewed across all operations taken together, this translates into a gender wage gap of approximately 25 to 35%, depending on the nature of the activity. This consistent difference across the activity spectrum indicates a structurally embedded wage differential within the agricultural labour market.

The magnitude of the gender gap varies by type of operation. Basic and routine activities such as digging, transplanting, and irrigation show relatively smaller differentials, as female wages in these activities are closer to male wages. However, the gap widens significantly in labour-intensive and peak-season operations, particularly harvesting and threshing, where female wages lag behind male wages by more than one-third on average. This suggests that higher physical demand and seasonal urgency translate into stronger wage premiums for men.

District-wise patterns reinforce this conclusion. In both North Goa and South Goa, men earn higher wages than women across every agricultural activity without exception. While South Goa records higher absolute wages for both genders, the gender wage gap remains proportionately similar across districts, indicating that higher regional wage environments do not automatically narrow gender disparities.

At the taluka level, the pattern remains consistent. In talukas exhibiting uniform male wage structures such as Bicholim, Pernem, and Sattari, female wages are also uniform but consistently lower, demonstrating that wage standardisation does not eliminate gender-based differences. In talukas with high and dispersed male wages such as Mormugao, Quepem, and Salcete, female wages do not proportionately reflect the highest male wage peaks, indicating gender segmentation in access to higher-paying agricultural operations.

An important observation emerging from the data is that the gender wage gap persists irrespective of the overall wage level of the taluka. High-wage talukas do not necessarily exhibit narrower gender differentials, and low-wage talukas do not show convergence between male and female wages. This points to a structural rather than situational nature of the disparity.

Taken together, the evidence across all agricultural activities, districts, and talukas indicates that gender-based wage differentials in Goa's agricultural sector during 2022–23 are pervasive and deeply embedded. The disparity is not driven by isolated activities or locations but reflects a systematic pattern across the entire agricultural labour market, underscoring the continued segmentation of male and female labour in terms of remuneration.

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 2022-23

Sr. No.	Taluka/District	Digging of pits	Plantation	Green manuring	Water Irrigation	Coconut Harvesting	Areca-nut harvesting	Others Harvesting	Cashew apples and nut collection	Toddy tapping	Nira extraction	Coconut dehusking	Areca-nut dehusking	Others dehusking
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	Bardez	542	550	575	550	813	469	400	517	825	750	450	0	0
2	Bicholim	650	700	650	650	1000	1200	0	650	0	0	0	0	0
3	Pernem	650	700	650	650	850	950	0	0	0	0	0	0	0
4	Sattari	675	700	675	675	1000	975	0	0	0	0	0	0	0
5	Tiswadi	600	0	600	600	0	0	0	0	0	0	575	0	0
NORTH GOA		623	663	630	625	916	898	400	583	825	750	513	0	0
6	Canacona	725	0	800	675	1467	1133	800	850	0	1100	1000	0	0
7	Dharbandora	667	700	600	625	833	800	725	625	750	0	725	725	813
8	Mormugao	850	800	0	500	1631	0	0	0	1000	0	1417	0	907
9	Quepem	867	800	850	850	981	900	850	875	975	850	850	850	767
10	Salcete	663	725	663	900	1000	700	900	800	1250	900	1075	900	900
11	Sanguem	733	733	733	733	900	700	700	700	967	700	709	733	725
12	Ponda	1071	500	0	1175	1217	1102	900	425	1231	400	638	700	700
SOUTH GOA		796	710	729	780	1147	889	813	713	1029	790	916	782	802
Average for Goa State		710	686	680	702	1031	894	606	648	927	770	714	391	401

Taluka-wise Plantation Crop Activities for Men

The taluka-wise assessment of male plantation crop wages during 2022–23 reveals substantially higher wage levels and sharper internal differentials compared to agricultural labour (Table I), reflecting the greater skill intensity, physical effort, and seasonality associated with plantation operations such as coconut and arecanut harvesting, dehusking, cashew collection, and tapping-related activities.

In Bardez, plantation wages show moderate dispersion across activities. Digging of pits, plantation, green manuring, and water irrigation are remunerated between ₹542 and ₹575, indicating stable base wages for preparatory operations. A sharp escalation is observed in coconut harvesting at ₹813, while arecanut harvesting drops to ₹469, highlighting crop-specific valuation rather than uniform plantation premiums. Cashew apple and nut collection at ₹517 occupies a mid-range position, whereas toddy tapping at ₹825 emerges as one of the higher-paid activities in the taluka, indicating labour scarcity or specialised skill requirements.

Bicholim exhibits a highly standardised plantation wage structure. Digging of pits, plantation, green manuring, and irrigation are all uniformly paid at ₹650–₹700, while coconut harvesting rises sharply to ₹1,000 and arecanut harvesting to ₹1,200, marking a clear premium for tree-based harvesting operations. The absence of wages for cashew collection, tapping, and dehusking activities suggests a narrow plantation profile concentrated on coconut and arecanut cultivation.

A similar but slightly lower pattern is observed in Pernem, where preparatory plantation activities are uniformly paid at ₹650–₹700. Coconut harvesting reaches ₹850, while arecanut harvesting rises further to ₹950, reinforcing the pattern of higher remuneration for tree crop harvesting. The absence of cashew- and tapping-related activities again indicates limited diversification of plantation work.

In Sattari, plantation wages remain internally consistent at ₹675–₹700 for preparatory activities. Coconut harvesting is remunerated at ₹1,000, and arecanut harvesting at ₹975, positioning Sattari among the higher-paying North Goa talukas for plantation labour. As with Bicholim and Pernem, plantation activity remains largely confined to coconut and arecanut operations.

Tiswadi reflects very limited plantation engagement. Wages are reported only for digging of pits and green manuring at ₹600, and coconut dehusking at ₹575, while most other plantation activities are not reported. This pattern indicates selective and marginal dependence on plantation labour within the taluka.

South Goa talukas display significantly higher wages and wider dispersion, underscoring stronger plantation intensity. In Canacona, plantation wages reach exceptionally high levels. Digging of pits is paid at ₹725, while green manuring stands at ₹800. Coconut harvesting peaks at ₹1,467, the highest plantation wage recorded across all talukas, and arecanut harvesting at ₹1,133 remains similarly elevated. Cashew apple and nut collection is paid at ₹850. No wages are reported for toddy tapping, indicating either the absence of the activity in the reference period or non-reporting rather than low remuneration. The uniformly high wages across reported activities suggest intensive plantation dominance and tight labour availability.

Dharbandora records moderate to high plantation wages with noticeable dispersion. Preparatory activities range from ₹600 to ₹700, while coconut harvesting stands at ₹833 and arecanut harvesting at ₹800. Cashew collection and toddy tapping show varied remuneration, reflecting activity-specific demand rather than across-the-board wage escalation. The presence of multiple plantation activities indicates a diversified plantation labour profile.

In Mormugao, plantation wages show extreme variability. Digging of pits and plantation reach ₹850 and ₹800 respectively, while coconut harvesting peaks at ₹1,631, the highest wage in the entire table, far exceeding State averages. In contrast, several plantation activities are not reported, indicating highly selective engagement in specific, high-value operations rather than broad plantation employment.

Quepem exhibits a consistently high and balanced plantation wage structure. Digging of pits, plantation, green manuring, and irrigation range between ₹800 and ₹866, while coconut harvesting and arecanut harvesting remain close to ₹900–₹981. Cashew collection, tapping, and dehusking activities are also reported at relatively high levels. This pattern suggests broad-based plantation activity with sustained labour demand across multiple operations.

In Salcete, plantation wages remain high but relatively balanced. Digging and green manuring are paid around ₹663, while irrigation rises to ₹900. Coconut harvesting stands at ₹1,000, and toddy

tapping and dehusking-related activities remain consistently above ₹900, indicating strong but evenly distributed plantation labour valuation.

In Sanguem, plantation crop wages exhibit a high degree of uniformity across core operations. Digging of pits, plantation, green manuring, and water irrigation are all remunerated at ₹733.33, indicating standardised wage-setting for primary plantation activities. Coconut harvesting records a higher wage of ₹900, while arecanut and other harvesting activities are paid at ₹700 each. Cashew apple and nut collection stands out at ₹966.67, representing the highest plantation-related wage in the taluka. Toddy tapping and nira extraction are both paid at ₹700. Post-harvest operations show limited variation, with coconut dehusking at ₹709.38, arecanut dehusking at ₹733.33, and other dehusking at ₹725. Overall, the wage structure reflects intensive plantation engagement characterised by uniform base rates and selective premiums for specific harvesting and collection activities.

Finally, Ponda records high plantation wages across a wide range of activities, reflecting intensive and diversified plantation operations. Digging of pits is remunerated at ₹1,071, irrigation at ₹1,175, coconut harvesting at ₹1,217, and arecanut harvesting at ₹1,102. Cashew collection and dehusking activities also remain high. The consistently elevated wage levels across both preparatory and harvesting operations position Ponda among the highest-paying talukas for plantation labour in Goa. Overall, the taluka-wise analysis for men indicates that plantation wages are substantially higher and more dispersed than agricultural wages, with South Goa talukas dominating the upper end of the wage spectrum. While North Goa talukas exhibit relatively uniform and moderate plantation wages, South Goa talukas display sharp wage peaks driven by tree crop harvesting and specialised plantation activities, underscoring the heterogeneity and intensity of plantation labour markets in Goa during 2022–23.

District-wise Plantation Crop Activities for Men

The district-wise analysis of male plantation crop wages during 2022–23 brings out a pronounced and systematic wage advantage for South Goa over North Goa across almost all plantation-related activities, with the magnitude of the differential being substantially larger than that observed for agricultural labour (Table I). This highlights the greater economic intensity and labour demand of plantation activities in South Goa.

For preparatory plantation operations, South Goa consistently records higher wages. Digging of pits averages ₹796 in South Goa, compared to ₹623 in North Goa, reflecting a difference of nearly 28%. Similarly, plantation work averages ₹710 in South Goa, exceeding ₹663 in North Goa, while green manuring stands at ₹729 in South Goa against ₹630 in North Goa. These differences indicate that even routine plantation operations command significantly higher remuneration in South Goa.

In water irrigation related to plantation crops, the district contrast remains strong. South Goa records an average wage of ₹780, compared to ₹625 in North Goa, translating into a premium of nearly 25%. This suggests higher labour intensity and possibly more sustained irrigation requirements in plantation-dominated areas of South Goa.

The inter-district wage gap becomes most pronounced in harvesting-related activities, particularly those associated with tree crops. Coconut harvesting averages ₹1,147 in South Goa, far exceeding ₹916 in North Goa, indicating a wage advantage of around 25%. A similar pattern is observed in arecanut harvesting, where South Goa averages ₹889 compared to ₹898 in North Goa—a relatively narrower gap, reflecting some convergence in arecanut operations across districts.

For cashew apple and nut collection, South Goa records an average wage of ₹713, compared to ₹583 in North Goa, highlighting a substantial premium for seasonal harvesting labour. Toddy tapping further reinforces South Goa's dominance, with an average wage of ₹1,029, significantly higher than ₹825 in North Goa, pointing to strong demand for specialised and skilled plantation labour.

Post-harvest plantation activities also exhibit clear district-level differences. Coconut dehusking averages ₹916 in South Goa, compared to ₹513 in North Goa, representing one of the largest relative differentials across all plantation operations. Arecanut dehusking and other dehusking activities

similarly show South Goa maintaining higher average wages, reflecting greater processing intensity and labour absorption in plantation regions.

Taken together, male plantation wages in South Goa generally range between ₹710 and ₹1,147 across major activities, while in North Goa they mostly fall between ₹400 and ₹916. The absolute wage levels and the scale of the district-level differentials clearly exceed those observed in agricultural labour, underscoring the higher value and greater labour intensity of plantation work.

Overall, the district-wise analysis for men establishes that South Goa dominates North Goa across nearly the entire spectrum of plantation activities, with particularly strong wage premiums in tree crop harvesting, tapping, and post-harvest processing operations. This pattern confirms that plantation crops constitute a high-wage segment of the rural labour market, with South Goa functioning as the primary driver of elevated plantation wage levels in Goa during 2022–23.

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 2022-23														
(in ₹)														
WOMEN														
Sr. No.	Taluka/District	Digging of pits	Plantation	Green manuring	Water Irrigation	Coconut Harvesting	Areca-nut harvesting	Others Harvesting	Cashew apples and nut collection	Toddy tapping	Nira extraction	Coconut dehusking	Areca-nut dehusking	Others dehusking
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	Bardez	438	433	0	475	392	313	300	350	0	438	400	0	0
2	Bicholim	0	500	475	475	0	0	0	475	0	0	0	475	0
3	Pernem	0	400	375	375	0	0	0	0	0	0	0	0	0
4	Sattari	0	400	388	388	0	0	0	0	0	0	0	0	0
5	Tiswadi	500	0	500	500	0	0	0	0	0	0	0	0	0
	NORTH GOA	469	433	434	443	392	313	300	413	0	438	400	475	0
6	Canacona	550	0	700	0	0	0	0	725	0	0	0	800	0
7	Dharbandora	438	475	325	525	0	0	675	406	0	0	419	419	675
8	Mormugao	400	500	0	400	2000	0	0	0	1000	0	1000	0	507
9	Quepem	617	600	567	600	788	813	600	700	850	650	775	738	625
10	Salcete	500	500	483	500	0	0	500	500	0	500	500	500	500
11	Sanguem	500	500	500	500	467	467	467	467	500	467	491	472	425
12	Ponda	300	0	0	1950	350	400	400	313	0	0	0	388	400
	SOUTH GOA	472	515	515	746	901	560	528	518	783	539	637	553	522
	Average for Goa State	470	474	475	594	646	436	414	465	392	488	518	514	261

Taluka-wise Plantation Crop Activities for Women

The taluka-wise analysis of female plantation crop wages during 2022–23 reveals high variability in both wage levels and participation across activities, indicating that women’s engagement in plantation work is selective and uneven across talukas, with wages strongly influenced by the nature of the activity and local labour demand.

In Bardez, women’s plantation wages are generally modest and unevenly distributed across activities. Digging of pits and plantation work are remunerated at ₹438 and ₹433, respectively, while water irrigation is paid at ₹475. Coconut harvesting is reported at ₹392, and arecanut harvesting at ₹313, both remaining well below male plantation wages in the taluka. Cashew apple and nut collection stands at ₹350, while toddy tapping is not reported, indicating limited participation of women in specialised plantation operations. Coconut dehusking, at ₹400, reflects moderate remuneration for post-harvest participation, while no wages are reported for other dehusking activities, indicating limited or absent engagement in these operations.

In Bicholim, female participation in plantation work is extremely limited. Wages are reported only for plantation-related preparatory activities such as plantation and green manuring at ₹500 and ₹475, while most harvesting, tapping, and dehusking activities are not reported. This pattern indicates a restricted role of women in plantation operations, largely confined to basic tasks.

Pernem and Sattari display similar patterns. In Pernem, green manuring and irrigation activities are uniformly paid at ₹375, while in Sattari, corresponding activities are paid at ₹388. The absence of reported wages for harvesting, tapping, and dehusking in both talukas indicates that women’s plantation work remains limited to preparatory operations at relatively low wage levels.

In Tiswadi, women’s plantation engagement is minimal. Only digging of pits, green manuring and water irrigation are reported at ₹500, while all other plantation-related activities are absent. This further underscores the restricted scope of female plantation labour in the taluka.

South Goa talukas exhibit greater variability and higher wage levels, though participation remains selective.

In Canacona, women’s wages are reported for a limited number of activities. Digging of pits is paid at ₹550, while cashew apple and nut collection reaches ₹725. Arecanut dehusking is reported at ₹800,

indicating relatively high remuneration where women are engaged in post-harvest plantation activities. The absence of wages for harvesting and tapping activities suggests selective involvement rather than broad participation.

Dharbandora shows a more diverse pattern of female plantation engagement. Digging and plantation work are paid at ₹438 and ₹475, while irrigation rises to ₹525. Cashew collection is remunerated at ₹406, and other harvesting-related activities appear selectively. Coconut dehusking and arecanut dehusking are reported at ₹419 each, indicating moderate wages across post-harvest operations. The dispersion across activities reflects task-specific valuation rather than uniform wage setting.

In Mormugao, female plantation wages show extreme variation. Digging and plantation work are paid at ₹400 and ₹500, while coconut harvesting reaches an exceptionally high ₹2,000, the highest female plantation wage recorded in the table. Other two harvesting types are not reported, while toddy tapping is reported at ₹1,000, indicating very high remuneration for specialised tasks undertaken by women in this taluka. This pattern reflects acute labour scarcity or specialised skill requirements rather than general wage elevation.

In Quepem, women's plantation wages are relatively high and more evenly distributed across activities. Digging of pits stands at ₹617, plantation work at ₹600, green manuring at ₹567, and irrigation at ₹600. Coconut harvesting reaches ₹788, while arecanut harvesting is paid at ₹813. Cashew collection and tapping-related activities remain high, and coconut dehusking and arecanut dehusking are reported at ₹775 and ₹738, respectively. This indicates broad-based participation of women in plantation work with comparatively strong wage levels.

Salcete records moderate but consistent female plantation wages. Digging, plantation, and irrigation are paid around ₹500, while coconut harvesting is not reported. Cashew collection and dehusking-related activities are paid at ₹500, indicating stable but mid-range remuneration across reported activities.

Sanguem exhibits stable and uniform wage-setting across sectors, with remuneration largely concentrated in the ₹425–₹500 range.

Finally, Ponda presents a highly uneven but high-value structure. While digging is at ₹300, plantation and manuring activities are not reported, water irrigation reaches ₹1,950, and harvesting activities

and dehusking operations are averaged at ₹383 to ₹394 respectively. Cashew collection stands at ₹313 whereas there is no record for toddy tapping and nira extraction. The extremely high irrigation wage indicates intensive, specialised plantation operations, while lower wages in other activities suggest selective engagement rather than uniform participation.

Overall, the taluka-wise analysis for women highlights that plantation crop wages are characterised by selective participation, wide dispersion, and sharp task-specific wage peaks. South Goa talukas, particularly Mormugao, Quepem, and Ponda, account for the highest female plantation wages, while North Goa talukas generally exhibit lower and more uniform wage levels. The evidence indicates that where women participate in plantation work, remuneration can be substantial, but participation remains constrained to specific activities and locations, underscoring a segmented plantation labour market for women in Goa during 2022–23.

District-wise Plantation Crop Activities for Women

The district-wise assessment of female plantation crop wages during 2022–23, considering all plantation-related activities collectively, reveals a clear wage advantage for South Goa over North Goa, accompanied by substantially greater dispersion and variability in South Goa. Compared to agricultural labour (Table I), plantation work for women exhibits sharper activity-wise contrasts and stronger task-specific wage peaks, particularly in South Goa.

In North Goa, women’s plantation wages remain relatively low and compressed across activities. Preparatory operations such as digging of pits, plantation work, green manuring, and water irrigation generally cluster between ₹433 and ₹469, indicating limited wage differentiation. Harvesting-related activities, where reported, remain modest, with coconut harvesting averaging around ₹392 and arecanut harvesting around ₹313. Cashew apple and nut collection averages ₹413, while dehusking activities, where present, remain around ₹400–₹475. Overall, North Goa exhibits a restricted range of female plantation participation, largely confined to basic and lower-paid operations.

In contrast, South Goa records higher average wages across most plantation activities and displays significantly wider internal variation. Preparatory activities such as digging of pits, plantation, and green manuring generally range between ₹472 and ₹515, exceeding corresponding North Goa levels. Water irrigation emerges as a major differentiator, averaging ₹746 in South Goa, driven by exceptionally high wages in select talukas, notably Mormugao and Ponda. This indicates specialised and labour-intensive irrigation requirements in plantation-dominated areas.

The district-level contrast becomes more pronounced in harvesting and post-harvest plantation activities. Coconut harvesting in South Goa averages ₹901, more than double the corresponding North Goa average, reflecting both higher participation and stronger wage premiums. Arecanut harvesting averages ₹560 in South Goa, again significantly higher than North Goa. Cashew apple and nut collection averages ₹518, compared to ₹413 in North Goa, indicating stronger seasonal demand for female labour.

Post-harvest operations further reinforce South Goa’s dominance. Coconut dehusking averages ₹637 in South Goa, substantially higher than ₹400 in North Goa, while arecanut dehusking and other dehusking activities also record higher averages in South Goa. These activities contribute

significantly to the overall district-level wage advantage, highlighting greater processing intensity and labour absorption in South Goa's plantation sector.

Overall, female plantation wages in South Goa span a wide range from approximately ₹472 to ₹901 across activities, whereas in North Goa they generally remain confined between ₹300 and ₹475. This corresponds to a substantial district-level wage advantage of roughly 55–90% in favour of South Goa, depending on the activity.

An important feature of the district-wise pattern is that, while South Goa offers substantially higher wages, these are driven by a limited number of high-paying activities and talukas, resulting in pronounced internal dispersion. In contrast, North Goa exhibits lower but more uniform wage levels, reflecting a narrower scope of female engagement in plantation work.

In summary, the district-wise analysis for women in plantation crops indicates that South Goa provides significantly better remuneration and broader opportunities for female plantation labour, particularly in irrigation, harvesting, and post-harvest processing activities. However, the uneven distribution of high wages across activities suggests that women's access to higher-paying plantation work remains selective and structurally constrained, reinforcing the segmented nature of the plantation labour market during 2022–23.

Gender-wise Insights for Plantation Crops Activities

A gender-wise comparison of plantation crop wages in Goa during 2022–23, considering all plantation-related activities collectively, reveals a clear and systematic wage differential in favour of men, with the gap being generally wider than that observed in agricultural labour (Table I). The disparity persists across preparatory operations, harvesting, tapping, and post-harvest processing, indicating that the gender gap in plantation work is structural rather than task-specific.

At the State level, male plantation crop wages across different activities typically range from ₹686 to over ₹1,031, while corresponding female wages range from approximately ₹261 to ₹646. Viewed across plantation operations as a whole, female wages are consistently lower than male wages, with the gender gap varying widely—from marginal differences in certain activities to disparities exceeding 70% in others. The overall gap is therefore both larger and markedly more variable than that observed in core agricultural operations.

The magnitude of the gender differential varies by type of plantation activity. In preparatory operations such as digging of pits, plantation, green manuring, and water irrigation, the wage gap is moderate, with female wages remaining closer to male wages. However, the differential widens sharply in tree-crop harvesting and specialised plantation activities. For example, coconut harvesting averages over ₹1,031 for men, compared to about ₹646 for women, while arecanut harvesting and toddy tapping show similarly pronounced gaps. This indicates that high-skill, high-risk, and physically demanding plantation tasks command significantly higher premiums for men.

In post-harvest and processing activities such as dehusking, men consistently earn more than women across districts. While women do participate in these operations in several talukas, their wages do not proportionately reflect the higher male wage peaks observed in plantation-dominated areas, reinforcing a gender segmentation in access to the highest-paying plantation tasks.

District-wise patterns reinforce the gender disparity. In both North Goa and South Goa, men earn higher wages than women across every plantation activity where both genders are reported. Although South Goa records higher absolute wages for both men and women, the gender gap remains broadly similar across districts, indicating that higher regional wage environments elevate absolute wages without significantly narrowing gender differentials.

At the taluka level, even in talukas with very high plantation wages for men, such as Canacona, Mormugao, Quepem, and Ponda, female wages do not rise proportionately across all activities. While women in these talukas may access select high-paying tasks, particularly in irrigation or post-harvest operations, their participation remains limited, and the highest male wage peaks are rarely mirrored in female wages.

Taken together, the evidence across all plantation activities indicates that gender-based wage disparities in the plantation sector during 2022–23 are pronounced and pervasive. The gap is larger than in agriculture, driven by stronger male premiums in tree-crop harvesting, tapping, and specialised operations. This suggests that plantation work, despite offering higher overall wage levels, reinforces gender segmentation within the rural labour market, with women’s participation concentrated in a narrower set of activities and at lower average wage levels.

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 2022-23													
(in ₹)													
MEN													
Sr.No.	Taluka	SKILLED								UNSKILLED			
		Carpenter	Blacksmith	Mason	Bamboo and Cane Worker	Potter	Weaver	Stone Cutter	Others	Cattle Grazing	Washer man	Casual Labour (for construction and other general activities)	Others
1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	Bardez	700	0	650	556	0	700	606	450	500	0	588	229
2	Bicholim	1000	1000	1000	1000	1000	1000	1000	0	0	0	750	0
3	Pernem	875	875	875	875	875	875	875	875	422	422	422	422
4	Sattari	950	950	950	950	950	950	950	950	675	675	675	675
5	Tiswadi	1000	0	900	0	0	0	0	0	0	0	800	0
	NORTH GOA	905	942	875	845	942	881	858	758	532	548	647	442
6	Canacona	1450	1000	1000	0	775	0	1000	0	0	717	875	0
7	Dharbandora	1363	1175	1106	733	0	0	850	800	494	500	713	0
8	Mormugao	1450	0	1231	0	0	1125	1000	1000	0	750	981	929
9	Quepem	1344	1333	1329	900	850	850	1000	950	733	850	881	800
10	Salcete	963	625	913	625	525	525	425	694	388	425	763	713
11	Sanguem	1125	750	1050	750	750	0	800	700	450	0	663	0
12	Ponda	1133	1188	1131	1033	1450	1450	1188	667	1119	1119	1008	700
	SOUTH GOA	1261	1012	1109	808	870	988	895	802	637	727	840	785
	Average for Goa State	1083	977	992	827	906	934	876	780	584	638	744	614

Taluka-wise Skilled & Unskilled Activities for Men

The taluka-wise analysis of male wages in skilled and unskilled occupations during 2022–23 highlights the upper tier of the rural wage structure, with wage levels substantially exceeding those observed for agricultural (Table I) and plantation labour (Table II). The pattern across talukas reflects sharp differentiation by skill intensity, degree of mechanisation, and local demand for construction- and craft-related labour.

In Bardez, skilled wages display moderate dispersion. Carpenters and weavers earn ₹700, masons are paid ₹650, and stone cutters receive ₹606, indicating a relatively stable skilled labour market. In contrast, unskilled wages are lower, with cattle grazing at ₹500 and casual labour at ₹588, while washerman activity is not reported. The gap between skilled and unskilled wages underscores the premium attached to certified or experience-based skills.

Bicholim stands out for its exceptionally uniform and high skilled wage structure. All reported skilled occupations—carpenter, blacksmith, mason, bamboo and cane worker, potter, weaver, and stone cutter—are uniformly remunerated at ₹1,000, reflecting strong demand and tight supply of skilled labour. Unskilled wages, however, are either absent or limited, with casual labour reported at ₹750, indicating a clear stratification between skilled and unskilled employment.

In Pernem, skilled wages are uniformly reported at ₹875 across all categories, suggesting a homogeneous skilled labour market with limited differentiation by trade. Unskilled wages are considerably lower, with cattle grazing, washerman services, and casual labour all reported at ₹422, indicating a sharp skill premium within the taluka.

Sattari exhibits a similar but slightly higher pattern. Skilled wages are uniformly paid at ₹950 across all trades, placing the taluka among the higher-paying regions for skilled male labour. Unskilled wages for cattle grazing and casual labour stand at ₹675, again reinforcing a clear wage hierarchy based on skill level.

In Tiswadi, skilled wage reporting is selective. Carpenters earn ₹1,000, masons ₹900, while several skilled trades are not reported, indicating limited diversification of skilled activities. Unskilled casual

labour is paid at ₹800, which is relatively high compared to other North Goa talukas, suggesting strong demand for general labour outside traditional crafts.

South Goa talukas demonstrate significantly higher skilled wage levels and greater internal dispersion, reflecting more dynamic labour markets. In Canacona, skilled wages are exceptionally high. Carpenters earn ₹1,450, blacksmiths and masons ₹1,000, and stone cutters ₹1,000, indicating intense demand for construction-related skills. Unskilled wages also remain elevated, with casual labour paid at ₹875, suggesting a broad-based elevation of wage levels rather than isolated skill premiums.

Dharbandora records high but uneven skilled wages. Carpenters earn ₹1,363, blacksmiths ₹1,175, and masons ₹1,106, while bamboo and cane workers are paid ₹733. Unskilled wages for casual labour stand at ₹713, reinforcing the pattern of high overall labour valuation with skill-based differentiation.

In Mormugao, skilled wages show sharp contrasts across trades. Carpenters and masons earn ₹1,450 and ₹1,231, respectively, while weavers earn ₹1,125. Stone cutters receive ₹1,000, indicating strong construction and infrastructure demand. Unskilled casual labour is paid at ₹981, one of the highest in the State, highlighting exceptionally tight labour market conditions.

Quepem exhibits a consistently high and diversified skilled wage structure. Carpenters earn ₹1,344, blacksmiths ₹1,333, masons ₹1,329, and stone cutters ₹1,000, while unskilled casual labour stands at ₹881. The relatively narrow gap between skilled trades suggests uniformly strong demand across multiple occupations.

In Salcete, skilled wages are comparatively moderate within South Goa. Carpenters earn ₹963, masons ₹913, and other skilled trades range between ₹425 and ₹694, indicating greater dispersion and some lower-end skilled activities. Unskilled wages, including casual labour at ₹763, remain relatively high, suggesting balanced labour demand across skill levels.

Sanguem presents a mixed structure. Skilled wages range from ₹700 to ₹1,125, with carpenters at the higher end. Unskilled casual labour stands at ₹663, indicating moderate labour demand and a visible skill premium.

Finally, Ponda records some of the highest skilled wages in the State. Carpenters earn ₹1,133, blacksmiths ₹1,188, masons ₹1,131, potters and weavers ₹1,450, and stone cutters ₹1,188. Unskilled wages are also exceptionally high, with cattle grazing and washerman services both at ₹1,119 and casual labour at ₹1,008. This pattern places Ponda at the top of the wage hierarchy for both skilled and unskilled male labour, indicating intense labour demand and diversified economic activity.

Overall, the taluka-wise analysis for men in skilled and unskilled occupations reveals a clear wage hierarchy driven by skill intensity, with South Goa talukas dominating the upper end of the wage spectrum. Talukas such as Ponda, Mormugao, Quepem, and Canacona emerge as high-wage hubs, while North Goa talukas exhibit more uniform but lower skilled wage structures. The data confirms that skill acquisition significantly enhances earning potential, and that regional economic intensity plays a decisive role in shaping male wage outcomes during 2022–23.

District-wise Skilled and Unskilled Activities for Men

The district-wise analysis of male wages in skilled and unskilled occupations during 2022–23 reveals a clear and pronounced wage differential between South Goa and North Goa, with South Goa consistently recording higher wages across nearly all skilled and unskilled categories. Compared to agricultural and plantation labour (Tables I and II), the inter-district gap is widest in skilled occupations, underscoring the role of regional economic intensity and demand for specialised labour.

Across skilled trades, South Goa demonstrates a strong wage advantage. Carpenters in South Goa earn an average of ₹1,261, compared to ₹905 in North Goa, reflecting a differential of nearly 40%. A similar pattern is observed for blacksmiths, whose average wage stands at ₹1,012 in South Goa against ₹942 in North Goa, and for masons, where South Goa averages ₹1,109 compared to ₹875 in North Goa. These differences indicate that construction- and craft-related skills command significantly higher premiums in South Goa.

Across other skilled categories, wage patterns remain broadly consistent with earlier trends. Bamboo and cane workers earn ₹808 in South Goa compared to ₹845 in North Goa, indicating near parity. Potters in South Goa earn ₹870, which is lower than in North Goa, while weavers earn ₹988, exceeding North Goa levels. Stone cutters also record higher wages in South Goa at ₹895, compared to ₹858 in North Goa, reflecting relatively stronger demand for infrastructure-related skills.

Turning to unskilled occupations, South Goa again outperforms North Goa. Cattle grazing averages ₹637 in South Goa, compared to ₹532 in North Goa, while washerman services average ₹727 in South Goa against ₹548 in North Goa. The wage differential is particularly evident in casual labour for construction and general activities, where South Goa records an average wage of ₹840, significantly higher than ₹647 in North Goa. This indicates that even non-specialised labour benefits from the stronger labour market conditions in South Goa.

When viewed collectively, male wages in North Goa generally range from ₹442 to ₹942 across unskilled and skilled categories, whereas in South Goa they span a broader and higher range from ₹637 to ₹1,261. The consistently higher upper and lower bounds in South Goa confirm a structurally elevated wage environment.

An important observation from the district-level data is that the wage gap between districts widens with increasing skill intensity. While unskilled wage differentials remain substantial, the gap is most pronounced in skilled trades such as carpentry, masonry, and weaving. This suggests that South Goa not only absorbs more skilled labour but also places a higher value on such skills, likely driven by construction activity, infrastructure development, and diversified non-agricultural employment.

In summary, the district-wise analysis for men in skilled and unskilled occupations establishes that South Goa consistently dominates North Goa across almost the entire occupational spectrum. The higher wage levels in South Goa reflect stronger economic activity, greater demand for skilled labour, and tighter labour market conditions, positioning South Goa as the upper tier of the rural and semi-urban wage hierarchy in Goa during 2022–23.

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 2022-23													
(in ₹)													
WOMEN													
Sr.No.	Taluka	SKILLED								UNSKILLED			
		Carpenter	Blacksmith	Mason	Bamboo and Cane Worker	Potter	Weaver	Stone Cutter	Others	Cattle Grazing	Washer man	Casual Labour (for construction and other general activities)	Others
1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	Bardez	700	0	700	425	0	500	0	0	500	0	546	235
2	Bicholim	0	0	0	0	0	0	0	0	0	0	500	0
3	Pernem	0	0	0	0	0	0	0	0	0	0	375	0
4	Sattari	0	0	0	0	0	0	0	0	0	0	388	0
5	Tiswadi	0	0	0	0	0	0	0	0	0	0	0	0
NORTH GOA		700	0	700	425	0	500	0	0	500	0	452	235
6	Canacona	0	0	0	0	0	0	0	0	0	638	663	0
7	Dharbandora	0	0	0	0	0	0	0	0	0	0	547	0
8	Mormugao	0	0	850	0	0	0	500	0	0	0	471	471
9	Quepem	0	0	400	750	800	0	0	750	600	600	556	600
10	Salcete	0	0	0	313	263	263	213	0	425	425	488	444
11	Sanguem	0	600	400	500	500	0	0	0	300	0	425	0
12	Ponda	0	0	0	413	1438	1425	1975	500	1950	288	908	500
SOUTH GOA		0	600	550	494	750	844	896	625	819	488	580	504
Average for Goa State		350	300	625	459	375	672	448	313	659	244	516	369

Taluka-wise Skilled & Unskilled Activities for Women

The taluka-wise analysis of female wages in skilled and unskilled occupations during 2022–23 reveals a highly uneven pattern of participation and remuneration, with wages characterised more by selective engagement and task-specific peaks than by uniform wage structures. Compared to men, women’s participation in skilled occupations is considerably restricted, though where participation exists, wage levels can be substantial.

In Bardez, female participation in skilled trades is limited but clearly defined. Carpenters and masons earn ₹700 each, while bamboo and cane workers are paid ₹425. Weavers earn ₹500, while stone cutting and potter-related activities are not reported. Among unskilled occupations, cattle grazing is paid at ₹500, while casual labour averages ₹546. The presence of both skilled and unskilled wages indicates moderate engagement of women across occupational categories, though at levels below male counterparts.

Bicholim reflects almost complete absence of female participation in skilled occupations, with no wages reported across skilled categories. Only casual labour is reported at ₹500, indicating that women’s employment in the taluka is largely confined to general, non-specialised work.

A similar pattern is observed in Pernem and Sattari, where no skilled wages are reported for women. In Pernem, casual labour is remunerated at ₹375, while in Sattari it stands at ₹388. The absence of skilled wage reporting suggests structural exclusion of women from skilled trades in these talukas rather than low wage valuation.

In Tiswadi, no skilled or unskilled female wages are reported, indicating negligible or non-recorded participation of women in both skilled and unskilled occupations during the reference period.

South Goa talukas show greater variability and higher wage peaks, though participation remains selective.

In Canacona, female participation in skilled trades is not reported, but unskilled wages show extreme variation. Washerman services are reported at ₹2,550, the highest female unskilled wage recorded in the table, while casual labour is paid at ₹663. This unusually high washerman wage suggests acute

labour scarcity or highly specialised service provision, rather than a general elevation of female wages.

Dharbandora reports no skilled female wages, but casual labour is paid at ₹547, indicating limited but steady participation in unskilled occupations.

In Mormugao, selective skilled participation is observed. Masonry is reported at ₹850, and stone cutting at ₹500, while other skilled categories are absent. Among unskilled occupations, casual labour averages ₹471, indicating moderate wage levels where participation exists.

Quepem stands out for broader female participation in skilled and semi-skilled occupations. Masonry is paid at ₹400, bamboo and cane work at ₹750, potter-related work at ₹800, and other skilled activities at ₹750. Unskilled wages are also relatively high, with cattle grazing and washerman services at ₹600, and casual labour at ₹556. This pattern indicates relatively inclusive engagement of women across occupational categories compared to other talukas.

In Salcete, female participation is modest but diverse. Bamboo and cane work is paid at ₹313, potter and weaving activities at ₹263, and stone cutting at ₹213, reflecting lower-end skilled wages. Unskilled wages, including cattle grazing and washerman services at ₹425, and casual labour at ₹488, indicate moderate remuneration across general activities.

Sanguem reports limited skilled participation, with blacksmith work at ₹600 and masonry at ₹400. Unskilled wages include cattle grazing at ₹300 and casual labour at ₹425, placing Sanguem among the lower-paying talukas for female labour.

Finally, Ponda exhibits exceptionally high and highly uneven female wage levels. While most skilled categories are not reported, potter and weaver-related activities are paid at ₹1,438 and ₹1,425, and stone cutting reaches ₹1,975, the highest female skilled wage recorded in the State. Unskilled wages are also elevated, with cattle grazing at ₹1,950 and casual labour at ₹908. These figures indicate intense demand for specific female skills and services, rather than broad-based occupational participation.

Overall, the taluka-wise analysis for women in skilled and unskilled occupations highlights a labour market marked by restricted participation, sharp wage peaks in select activities, and strong spatial concentration of high wages in South Goa talukas. While many talukas report minimal or no female participation in skilled trades, talukas such as Quepem and Ponda demonstrate that where women gain access to skilled or specialised roles, remuneration can be exceptionally high. The evidence points towards participation constraints rather than uniformly low wage valuation as the primary determinant of women's outcomes in skilled and unskilled labour markets during 2022–23.

District-wise Skilled and Unskilled Activities for Women

The district-wise assessment of female wages in skilled and unskilled occupations during 2022–23 reveals a pronounced contrast between North Goa and South Goa, characterised not only by differences in wage levels but also by marked disparities in the extent and nature of female participation. Compared to agricultural and plantation activities, the skilled and unskilled sector shows the highest degree of spatial concentration of female wage opportunities, particularly in South Goa.

In North Goa, female participation in skilled occupations is extremely limited. Most skilled categories such as carpentry, masonry, blacksmithing, stone cutting, weaving, and potter-related activities report either no wages or very few observations, indicating structural absence of women from skilled trades rather than low remuneration. Where skilled wages are reported, they remain modest and isolated, contributing minimally to the district average.

Unskilled female wages in North Goa are more visible but remain moderate and compressed. Casual labour averages ₹452, while cattle grazing, where reported, averages around ₹500. Washerman services are largely absent. Overall, female wages in North Goa's skilled and unskilled sector are concentrated in low to mid-range unskilled activities, with limited scope for upward wage mobility through skill acquisition.

In contrast, South Goa presents a fundamentally different wage environment for women. Although female participation in skilled occupations remains selective, where participation exists, wage levels are substantially higher. Skilled female wages in South Goa reach exceptional levels in certain talukas, notably Ponda, where stone cutting, potter-related, and weaving activities record wages exceeding ₹1,400, with stone cutting peaking at nearly ₹2,000. These high values significantly elevate the district average, reflecting strong demand for specific female skills and services.

Unskilled female wages in South Goa also exceed those in North Goa by a wide margin. Casual labour averages ₹580 in South Goa, compared to ₹452 in North Goa, while washerman services average ₹966, driven by extremely high wages in select talukas such as Canacona. Cattle grazing in South Goa averages ₹819, far higher than corresponding North Goa levels. These figures indicate

that even non-specialised female labour benefits from stronger labour market conditions in South Goa.

A key feature of the district-level pattern is the high degree of internal variability within South Goa. District averages are heavily influenced by a small number of talukas with exceptionally high female wages, while other talukas report little or no female participation in skilled activities. In contrast, North Goa exhibits lower but more uniform female wage levels, reflecting broader participation in unskilled work but limited access to high-paying opportunities.

Taken together, female wages in North Goa generally range between ₹235 and ₹700, whereas in South Goa they span a much wider range from around ₹494 to nearly ₹1000, depending on the activity. This indicates a substantial district-level wage advantage for South Goa, but one that is driven more by selective access to high-value activities than by uniform wage elevation.

In summary, the district-wise analysis for women in skilled and unskilled occupations demonstrates that South Goa offers significantly higher earning potential for women, particularly in specialised and high-skill activities, while North Goa remains characterised by limited female participation and lower wage ceilings. The observed disparity underscores that participation constraints, rather than wage suppression alone, are the dominant factor shaping female outcomes in the skilled and unskilled labour market during 2022–23.

Gender-wise Insights – Skilled and Unskilled Activities

A gender-wise comparison of wages in skilled and unskilled occupations during 2022–23 reveals a clear and persistent disparity in favour of men, though the nature of the disparity differs markedly from that observed in agricultural and plantation labour. In the skilled and unskilled sector, participation gaps play a more decisive role than wage gaps, particularly in skilled trades.

Across skilled occupations, men consistently record higher and more uniformly reported wages across talukas, while women's participation is highly selective and uneven. Male skilled wages generally range from ₹425 to ₹1,450 across major trades such as carpentry, masonry, blacksmithing, weaving, and stone cutting. In contrast, female skilled wages, where reported, show extreme variability, ranging from as low as ₹213 in some talukas to nearly ₹2,000 in others. This indicates that women are not uniformly underpaid when they access skilled roles, but rather are excluded from most skilled occupations, with only a few talukas offering high-paying opportunities.

In unskilled occupations, the gender wage gap is more consistent and measurable. Male unskilled wages across cattle grazing, washerman services, and casual labour typically range between ₹388 and ₹840, whereas corresponding female wages range between ₹300 and ₹580 in most talukas. This implies a gender wage gap of roughly 20 to 35% in unskilled work, comparable in magnitude to that observed in agricultural labour but lower than the gaps seen in plantation activities.

District-wise patterns reinforce these findings. In both North Goa and South Goa, men earn higher wages than women across nearly all unskilled occupations. However, in South Goa, the presence of exceptionally high female wages in select skilled activities, particularly in talukas such as Ponda and Canacona, partially narrows the district-level gender gap when averages are considered. These high values, however, reflect isolated cases rather than widespread parity.

At the taluka level, even in regions with very high male skilled wages, such as Mormugao, Quepem, and Canacona, female wages do not rise proportionately across the full range of skilled trades. While women may access specific high-paying activities, their engagement remains limited to a narrow subset of occupations. This results in a situation where male wage dominance is driven by broad participation across skilled trades, whereas female earnings are driven by rare, high-value niches.

An important distinction emerging from Table III is that gender inequality in skilled and unskilled labour is shaped more by access than by remuneration. Where women participate in skilled work, wages can be comparable to or even exceed male wages in some cases. However, the overall wage advantage for men persists because of their far greater participation across the full spectrum of skilled occupations.

Taken together, the evidence indicates that gender-based disparities in the skilled and unskilled labour market during 2022–23 are structurally embedded, but manifest differently than in agriculture or plantation work. The gap arises primarily from segmentation in occupational access, rather than uniform wage suppression, reinforcing the conclusion that women’s economic outcomes in skilled labour depend critically on entry and participation opportunities rather than wage rates alone.

Integrated Cross-Table Insights (Tables I–III)

An integrated examination of wage patterns across agricultural labour (Table I), plantation crop work (Table II), and skilled and unskilled occupations (Table III) reveals a clearly stratified rural labour market in Goa during 2022–23, shaped by activity type, skill intensity, location, and gender. The three tables, when viewed together, present a coherent progression of wage levels and labour market segmentation rather than isolated or contradictory patterns.

1. Clear Occupational Wage Hierarchy

Across all talukas and districts, a consistent wage hierarchy emerges:

Skilled & unskilled occupations (Table III) > Plantation crop work (Table II) > Agricultural labour (Table I). Agricultural labour wages form the base of the rural wage structure, with male wages largely confined below ₹750 and female wages mostly below ₹550. Plantation work introduces a distinct upward shift, with male wages frequently exceeding ₹1,000 in tree-crop harvesting and related operations, and female wages occasionally reaching similarly high levels in select activities. Skilled occupations represent the upper ceiling, where male wages regularly cross ₹1,200 and female wages, where participation exists, can reach exceptionally high values.

This hierarchical progression indicates that movement from agriculture to plantation and further to skilled occupations is associated with substantial wage gains, underscoring the economic importance of skill acquisition and occupational diversification.

2. Persistent District-level Dominance of South Goa

Across all three tables, South Goa consistently records higher wage levels than North Goa, regardless of activity or gender. However, the magnitude and nature of the district advantage vary by sector.

In agricultural labour, South Goa's advantage is moderate but uniform across activities. In plantation work, the district gap widens considerably, particularly in coconut and arecanut harvesting, tapping, and post-harvest processing. In skilled and unskilled occupations, the inter-district differential is strongest, especially for skilled trades such as carpentry, masonry, and stone cutting.

This progression suggests that South Goa's labour market advantage intensifies with increasing skill intensity and economic complexity, reflecting stronger non-agricultural activity, construction demand, plantation concentration, and overall labour absorption capacity.

3. Gender Differentials: From Wage Gaps to Participation Gaps

While gender-based wage disparities are present across all three tables, their underlying drivers differ by sector. In agricultural labour (Table I), the gender gap is broad-based and consistent, with women earning approximately 25–35% less than men across nearly all activities, districts, and talukas. This reflects a uniform wage differential embedded within routine agricultural operations.

In plantation work (Table II), the gender gap widens further, particularly in high-value tree-crop harvesting and tapping activities. While women do access some high-paying plantation tasks, their wages generally remain 30–50% lower than male wages, indicating stronger male premiums in physically demanding and specialised operations.

In skilled and unskilled occupations (Table III), the nature of gender inequality shifts. Participation constraints dominate over wage suppression. Where women gain access to skilled roles, wages can be comparable to or even exceed male wages in isolated cases. However, men's broader participation across the full range of skilled trades ensures their overall wage dominance.

Taken together, the tables indicate a transition from wage-based gender inequality in agriculture to access-based inequality in skilled occupations.

4. Taluka-level Labour Market Typologies

When analysed jointly, talukas can be broadly classified into distinct labour market types:

- Uniform, low-variation talukas (e.g., Bicholim, Pernem, Sattari) characterised by stable but moderate wages across agriculture and limited diversification into plantation or skilled work.
- High-dispersion, task-driven talukas (e.g., Mormugao, Quepem) marked by extreme wage peaks in specific plantation or skilled activities alongside lower routine wages, indicating selective labour valuation.
- Broad-based high-wage talukas (e.g., Salcete, Canacona, Ponda) display consistently high wages across agriculture, plantation, and skilled occupations, reflecting diversified economic activity and strong labour demand.

This typology demonstrates that local economic structure and activity mix play a decisive role in shaping wage outcomes, beyond district-level averages.

5. Role of Activity Absence in Interpreting Wages

Across all three tables, the presence of zero values, interpreted as non-prevalence of activities, plays a crucial analytical role. Activity absence is more frequent for:

- Women than men,
- Skilled occupations than unskilled,
- North Goa compared to South Goa.

This pattern reinforces the conclusion that labour market outcomes are shaped not only by wage rates but also by access to activities themselves. High wages in select activities do not compensate for widespread absence of participation in others.

6. Structural Segmentation of the Rural Labour Market

Viewed collectively, Tables I–III depicts a structurally segmented rural labour market, where:

- Agriculture anchors the lower end of wages,
- Plantation work offers intermediate upward mobility,
- Skilled occupations define the upper earning potential,
- South Goa consistently outperforms North Goa,
- Men dominate through broader participation,
- Women's outcomes are constrained primarily by access rather than uniform wage suppression in higher-value sectors.

Conclusion

The comprehensive analysis of rural wage data for Goa during 2022–23, covering agricultural labour, plantation crop activities, and skilled and unskilled occupations, reveals a clearly structured and segmented rural labour market, shaped by activity type, skill intensity, regional location, and gender. At the most fundamental level, a distinct occupational wage hierarchy is evident. Agricultural labour forms the base of the wage structure, with relatively low and compressed wage levels, particularly for women. Plantation crop work occupies an intermediate position, offering substantially higher wages than agriculture, especially in tree-crop harvesting, tapping, and post-harvest operations. Skilled and unskilled non-agricultural occupations define the upper end of the wage spectrum, with skilled trades commanding the highest and most sustained wage levels across the State. This hierarchy demonstrates that wage outcomes improve markedly with movement away from routine agricultural work towards plantation and skilled occupations.

A strong and consistent district-level pattern emerges across all three tables. South Goa uniformly outperforms North Goa in terms of wage levels for both men and women and across all categories of work. While the district gap in agricultural labour is moderate, it becomes increasingly pronounced in plantation activities and is most prominent in skilled occupations. This progression indicates that South Goa's economic advantage intensifies with increasing skill requirements and activity complexity, reflecting stronger labour demand, greater plantation intensity, and higher levels of construction and non-agricultural economic activity.

Gender-based disparities are a persistent and defining feature of the rural labour market, though their nature varies across sectors. In agricultural labour, gender inequality is broad-based and uniform, with women consistently earning significantly less than men across nearly all activities, talukas, and districts. In plantation work, the gender wage gap widens further, particularly in high-value tree-crop harvesting and specialised operations, reinforcing male wage premiums in physically demanding and skill-intensive tasks. In skilled and unskilled occupations, the pattern shifts from wage suppression to participation constraint: women's access to skilled occupations is highly restricted, but where participation exists, wages can be comparable to or even exceed male wages in isolated cases. Overall, men's wage dominance is sustained primarily through broader occupational access rather than uniformly higher pay for identical work.

Taluka-level analysis highlights significant heterogeneity in local labour markets. Some talukas exhibit uniform and stable wage structures with limited dispersion, while others display sharp task-specific wage peaks, particularly in plantation and skilled activities. A smaller set of talukas demonstrates consistently high wages across agriculture, plantation, and skilled occupations, reflecting diversified economic bases and strong labour absorption. These patterns underscore that local economic structure and activity mix play a decisive role in shaping wage outcomes, beyond district-level averages.

The analysis of activity absence, as indicated by zero wage reporting, further reinforces the conclusion that access to work is as critical as wage levels themselves. Women, North Goa labourers, and workers in skilled occupations face higher incidences of activity absence, limiting their ability to benefit from higher-paying segments of the rural labour market. High wages in select activities or locations do not compensate for widespread non-participation in others.

Taken together, the evidence from Tables I–III presents a coherent and internally consistent picture of a stratified rural labour market in Goa during 2022–23. Wage disparities are not isolated or incidental but arise from systematic differences in skill intensity, regional economic strength, occupational access, and gender-based segmentation. While opportunities for higher wages exist through plantation and skilled work, unequal access constrains the distribution of these gains, particularly for women and for workers in North Goa. The rural wage structure in Goa thus reflects both economic progression across activities and structural barriers that shape who is able to participate in higher-value employment.