



GOVERNMENT OF GOA



REPORT ON RURAL WAGES 2023-24



DIRECTORATE OF PLANNING, STATISTICS &
EVALUATION
PORVORIM, GOA

PREFACE

This annual brochure on Rural Wages is the 41th 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 2023-24 (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.

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Director

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INTRODUCTION AND SCOPE

This analysis provides a comprehensive examination of average daily wages in Goa during 2023–24, covering agricultural field crop activities, plantation crop activities, and skilled and unskilled labour. The intent is not merely to report wage levels, but to interpret them as reflections of deeper labour market forces that influence income generation across the State. Wages in this context serve as indicators of how different forms of work are valued, how skills are recognised, and how economic opportunities are distributed across genders and regions. By bringing together multiple categories of work within a single analytical framework, the study captures the transition from traditional agriculture to plantation-based activities and further into skilled and semi-skilled occupations that increasingly shape rural and semi-urban livelihoods in Goa.

The analysis explicitly incorporates gender as a central dimension, recognising that men and women participate differently in the labour market and are often remunerated unequally for comparable or related work. Separate wage data for men and women are examined to understand not only the magnitude of gender wage gaps, but also how these gaps evolve as work becomes more specialised, physically intensive, or skill-driven. Spatial variation is embedded through taluka- and district-level examination, allowing the analysis to highlight areas of wage concentration, identify regions that drive State-level averages, and distinguish between broadly shared wage patterns and outcomes driven by a few high-performing locations. Activities marked by non-prevalence are treated analytically as indicators of limited access or exclusion rather than low valuation, ensuring that participation gaps are interpreted alongside wage gaps.

Methodologically, the analysis follows a descriptive, narrative-driven approach that integrates comparative and percentage-based observations within the discussion, rather than isolating them as standalone metrics. Reported averages are used as provided to preserve consistency with official reporting, and the focus remains on generating decision-enabling insights rather than purely statistical summaries. By integrating activity-wise, gender-wise, and spatial perspectives into a single, continuous narrative, the analysis aims to offer a holistic understanding of Goa's labour wage structure in 2023–24, highlighting the hierarchies, inequalities, and spatial

imbalances that shape earning potential across the State and providing a contextual foundation for informed policy, planning, and labour market interventions.

About the tables

Table 1: Agricultural Field Crop Activities

The agricultural field crop activity tables (page no. 9 & 15) provide the foundational wage picture of Goa's rural labour economy in 2023–24. These tables cover core farming operations such as digging, ploughing, transplanting, irrigation, manuring, weeding, harvesting, threshing, and general agricultural work, separately for men and women. Across these activities, wages are relatively compressed, indicating limited scope for skill-based differentiation within field agriculture. Men consistently earn higher wages than women across all activities, though the gender gap here is narrower compared to plantation and skilled labour segments. Field crop agriculture emerges as a low- to mid-wage segment that absorbs a large share of labour, particularly women, but offers limited upward mobility in terms of earnings. Spatial variation exists, but overall wage escalation is modest, establishing this segment as the baseline against which other labour activities can be compared.

Table 2: Plantation Crop Activities

The plantation crop activity tables (page no. 23 & 30) mark a distinct upward shift in wage levels and introduce greater variability across activities and locations. These tables encompass preparatory operations, crop-specific harvesting (coconut, arecanut, and others), and allied plantation activities such as cashew apple and nut collection, toddy tapping, nira extraction, and dehusking. Plantation activities consistently pay higher wages than field crop agriculture, especially in harvesting and traditional allied operations. For men, plantation wages often approach or overlap with lower-end skilled labour wages, while for women, plantation work represents one of the few agricultural segments where significant wage escalation is visible. However, participation is uneven, and higher wages are concentrated in select activities and talukas, indicating that plantation agriculture functions as a transitional wage bridge rather than a uniformly high-paying sector.

Table 3: Skilled and Unskilled Labour Activities

The skilled and unskilled labour tables (page no.38&44) represent the upper end of the wage hierarchy in Goa's labour market. Skilled trades such as carpentry, masonry, blacksmithing, bamboo and cane work, pottery, weaving, and stone cutting command the highest wages, particularly for men, reflecting the strong role of skill intensity and labour scarcity in wage formation. Unskilled activities, including cattle grazing, washerman services, and casual labour, show wide variation, with some activities exhibiting surprisingly high wages due to acute labour shortages. For women, participation in skilled labour is far more restricted, and even where participation exists, wages remain substantially below those of men. These tables clearly demonstrate that gender wage gaps widen sharply with increasing skill intensity and that high wages are driven by a limited set of locations rather than broad-based participation.

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 2023-24											
Sr. No.	District/Taluka	3	4	5	6	7	8	9	10	11	(in ₹)
1	Bardez	578	550	500	431	431	431	667	525	578	
2	Bicholim	700	700	700	700	700	700	700	700	700	
3	Pernem	713	713	713	713	713	713	717	713	713	
4	Sattari	700	700	700	700	700	700	700	700	700	
5	Tiswadi	0	0	0	0	0	0	0	0	0	
	NORTH GOA	673	666	653	636	636	636	696	659	673	
6	Canacona	0	0	0	0	0	0	0	0	0	
7	Dharbandora	700	767	650	617	567	600	700	700	0	
8	Mormugao	0	0	0	0	0	0	0	0	600	
9	Quepem	833	817	850	833	850	833	908	850	475	
10	Salcete	850	1000	650	800	800	800	925	875	0	
11	Sanguem	633	633	700	675	700	733	700	600	0	
12	Ponda	919	969	413	806	413	488	869	954	908	
	SOUTH GOA	787	837	653	746	666	691	820	796	661	
	Average for Goa State	730	751	653	691	651	663	758	728	667	

Taluka-wise – Agricultural Field Crops Activities (Men)

The taluka-wise analysis of average daily wages earned by men in agricultural field crop activities during 2023–24 brings out clear spatial and activity-wise differentiation across Goa, shaped by variations in cropping patterns, intensity of cultivation, and local labour demand. The wage structure shows both intra-taluka variation across activities and inter-taluka contrasts, particularly between high-performing South Goa talukas and the relatively more uniform North Goa region.

In Bardez, men's wages display moderate dispersion across activities. Harvesting recorded the highest wage at ₹667, highlighting the premium attached to time-bound and labour-intensive operations. Digging stood at ₹578, while ploughing was slightly lower at ₹550. Transplanting averaged ₹500, and irrigation, manuring, and weeding were clustered at ₹431 each, indicating lower valuation of routine maintenance activities. Threshing stood at ₹525, and general agricultural work averaged ₹578, placing Bardez in the mid-range among North Goa talukas.

Bicholim exhibits a highly uniform wage structure, with ₹700 reported consistently across all activities, including general agricultural work. This uniformity suggests standardised wage practices and steady labour demand, with little differentiation between preparatory, maintenance, and harvesting operations.

A similar but slightly higher pattern is observed in Pernem, where wages are uniformly high across activities. Digging, ploughing, transplanting, irrigation, manuring, and weeding were all remunerated at ₹713, while harvesting marginally exceeded this at ₹717. Threshing and general agricultural work stood at ₹713, indicating a stable and well-remunerated agricultural labour market with minimal activity-wise variation.

Sattari mirrors Bicholim in terms of consistency, with ₹700 reported for all activities, including harvesting, threshing, and general agricultural work. This reflects balanced agricultural operations and uniform valuation of labour across the entire field crop cycle.

Tiswadi reported no men's participation in agricultural field crop activities during 2023–24, indicating either negligible field crop cultivation or absence of reported wage employment in this segment.

In South Goa, wage levels are generally higher and exhibit greater differentiation across activities. Canacona reported no agricultural field crop activity, pointing to the marginal role of field crop agriculture in the taluka during the reference year.

Dharbandora shows a well-differentiated but moderate-to-high wage structure. Digging was remunerated at ₹700, while ploughing peaked at ₹767, the highest within the taluka. Transplanting averaged ₹650, irrigation ₹617, and manuring ₹567. Weeding stood at ₹600, while harvesting and threshing were both reported at ₹700. General agricultural work was not reported, suggesting focus on core crop operations rather than miscellaneous activities.

In Mormugao, no wages were reported for most field crop activities, except general agricultural work at ₹600, indicating very limited engagement in organised field crop agriculture.

Quepem emerges as one of the highest-paying talukas for men in field crop activities. Digging was remunerated at ₹833, ploughing at ₹817, and transplanting at ₹850. Irrigation and manuring both stood at ₹833–₹850, while weeding averaged ₹833. Harvesting peaked at ₹908, the highest among all talukas, while threshing stood at ₹850. General agricultural work averaged ₹475, lower than core activities, reflecting higher valuation of specialised operations.

Salcete also records high and differentiated wages. Digging stood at ₹850, while ploughing peaked at ₹1,000, one of the highest in the State. Transplanting was lower at ₹650, but irrigation, manuring, and weeding were consistently remunerated at ₹800. Harvesting and threshing stood at ₹925 and ₹875 respectively, indicating strong demand during peak operations. General agricultural work was not reported, pointing to selective engagement.

In Sanguem, wages are moderate and selectively distributed. Digging and ploughing stood at ₹633 each, transplanting at ₹700, and irrigation at ₹675. Manuring and weeding were reported at ₹700 and ₹733 respectively, while harvesting stood at ₹700. Threshing was lower at ₹600, and general agricultural work was not reported, suggesting partial engagement across activities.

Ponda presents a mixed but generally high wage structure. Digging and ploughing stood at ₹919 and ₹969 respectively, while transplanting was substantially lower at ₹413. Irrigation averaged ₹806, but manuring was again low at ₹413, and weeding at ₹488. Harvesting and threshing were strongly remunerated at ₹869 and ₹954, respectively, while general agricultural work stood at ₹908, indicating strong wage premiums for peak-season and multi-skilled tasks.

Overall, the taluka-wise analysis for men in agricultural field crop activities during 2023–24 highlights pronounced disparities across Goa. South Goa talukas such as Quepem, Salcete, Ponda, and Dharbandora consistently offer higher wages, particularly for harvesting and ploughing, reflecting intensive and commercially oriented agriculture. North Goa talukas display more uniform and moderate wage levels, with Pernem and Bicholim standing out for their consistently high but less differentiated wage structures. The findings underscore that men's agricultural wages are closely tied to local agricultural intensity, activity mix, and seasonal labour demand, resulting in clear spatial and activity-wise wage differentiation across the State.

District-wise – Agricultural Field Crops Activities (Men)

The district-wise analysis of average daily wages earned by men in agricultural field crop activities during 2023–24 brings out a clear and consistent wage differential between North Goa and South Goa, reflecting differences in agricultural intensity, scale of operations, and the relative importance of field crop cultivation across the two districts. South Goa emerges as the higher-wage district across all agricultural activities, while North Goa displays a more moderate and uniform wage structure.

In North Goa, men’s average daily wages across agricultural field crop activities ranged from ₹636 to ₹696, indicating a relatively compressed wage band with limited activity-wise dispersion. Harvesting recorded the highest average wage at ₹696, highlighting its time-sensitive and labour-intensive nature. This was followed by general agricultural work at ₹673 and digging at ₹673, suggesting steady remuneration for both core and miscellaneous agricultural tasks. Ploughing averaged ₹666, while threshing stood at ₹659. Routine and maintenance activities such as transplanting (₹653), irrigation (₹636), manuring (₹636), and weeding (₹636) occupied the lower end of the wage spectrum. Overall, the narrow gap between the lowest and highest wages in North Goa reflects standardised wage practices and relatively uniform demand for male agricultural labour across activities.

In contrast, South Goa exhibits significantly higher wage levels and greater differentiation across activities, indicative of more intensive and commercially oriented field crop agriculture. District averages ranged from ₹653 to ₹837, marking a much wider wage spread than North Goa. Ploughing emerged as the highest-paid activity at ₹837, followed by harvesting at ₹820 and threshing at ₹796, underscoring strong demand for labour during land preparation and peak harvesting phases. Digging averaged ₹787, while irrigation stood at ₹746, reflecting higher valuation of preparatory and water-management tasks. Weeding averaged ₹691, and manuring stood at ₹666, while transplanting recorded the lowest district average at ₹653, though still well above North Goa’s corresponding figures. General agricultural work averaged ₹661, slightly lower than in North Goa, reflecting limited reporting of this category in several South Goa talukas.

A direct comparison between districts shows that South Goa outperforms North Goa across every agricultural field crop activity. The wage gap is particularly pronounced in ploughing (₹837 in South Goa vs ₹666 in North Goa), harvesting (₹820 vs ₹696), and threshing (₹796 vs ₹659), highlighting South Goa's stronger labour demand during critical stages of cultivation. Even in routine activities such as irrigation and weeding, South Goa maintains a clear wage advantage of around ₹100–110 per day over North Goa.

At the State level, men's average daily wages ranged from ₹651 to ₹758, positioning Goa's overall wage structure closer to South Goa's pattern but moderated by North Goa's relatively uniform and lower wage regime. Harvesting recorded the highest State average at ₹758, followed by ploughing at ₹751 and threshing at ₹728, reaffirming the premium attached to peak-season and physically intensive operations. General agricultural work averaged ₹667, while transplanting recorded the lowest State average at ₹653.

Overall, the district-wise analysis clearly establishes South Goa as the higher-wage agricultural district for men in 2023–24, driven by higher remuneration across both preparatory and peak agricultural activities. North Goa, while offering stable and relatively uniform wages, lags behind in terms of wage levels and activity-wise differentiation. The observed district-level patterns underscore the strong linkage between regional agricultural intensity, scale of operations, and male wage outcomes in Goa's agricultural field crop sector.

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 2023-24

WOMEN											
Sr. No.	District/Taluka	Digging	Ploughing	T ransplanting	Irrigation	Manuring	Weeding	Harvesting	Threshing	General Agriculture work	(in ₹)
1	2	3	4	5	6	7	8	9	10	11	
1	B ardez	508	513	500	500	375	400	506	400	471	
2	B icholim	0	500	500	500	500	500	500	500	500	
3	P ernem	0	500	500	500	500	500	500	500	500	
4	S attari	0	400	400	400	400	400	400	400	400	
5	T iswadi	0	0	0	0	0	0	0	0	0	
	NORTH GOA	508	478	475	475	444	450	477	450	468	
6	C anacona	0	0	0	0	0	0	0	0	0	
7	D harbandora	550	700	500	575	325	350	381	475	475	
8	M orrnugao	0	0	0	0	0	0	0	0	0	
9	Q uepem	600	600	600	600	600	600	490	600	490	
10	S alcete	550	500	550	625	525	525	575	525	500	
11	S anguem	400	400	400	375	400	400	400	300	400	
12	P onda	794	1288	350	738	313	381	1006	813	419	
	SOUTH GOA	579	698	480	583	433	451	571	543	457	
	Average for Goa State	544	588	478	529	438	451	524	496	462	

Taluka-wise Analysis – Field Crops Activities (Women)

The taluka-wise analysis of average daily wages earned by women in agricultural field crop activities during 2023–24 reveals pronounced disparities across talukas, both in absolute wage levels and in relative positioning vis-à-vis the Goa State averages. The wage structure highlights a clear concentration of higher remuneration in a few talukas, while several others either record uniform low wages or complete absence of women’s participation, indicating uneven integration of women into the agricultural labour market.

In Bardez, women’s wages are generally above the State average for most key activities. Digging at ₹508 is about 7% lower than the State average of ₹544, while ploughing at ₹513 is 13% lower than the State average (₹588). Transplanting and irrigation, both at ₹500, exceed the State averages of ₹478 and ₹529 by around 5% and fall short by about 5% respectively, placing Bardez close to the State norm. Harvesting at ₹506 is about 3% below the State average of ₹524, whereas threshing at ₹400 is nearly 19% lower than the State average (₹496). Despite these gaps, Bardez performs better than several other North Goa talukas and remains one of the more balanced wage regions for women, with general agricultural work at ₹471, marginally 2% above the State average of ₹462.

Bicholim shows a highly standardised wage structure, with ₹500 reported uniformly across all activities. Compared to State averages, this places Bicholim about 8% below the State average for ploughing, 5% above the State average for transplanting, and around 5% below the State average for harvesting. While Bicholim does not emerge as a high-wage taluka, it performs better than several others in terms of consistency and breadth of participation, avoiding the sharp wage depressions seen elsewhere.

A similar pattern is observed in Pernem, where women earn ₹500 across all activities. Relative to the State average, Pernem’s wages are about 16% lower for ploughing, nearly 5% higher for transplanting, and around 5% lower for harvesting. Pernem’s positioning mirrors Bicholim closely, indicating moderate but stable wage outcomes without strong activity-wise differentiation.

In Sattari, women's wages are uniformly ₹400 across all activities, placing the talukasignificantly below the State average across the board. Compared to the State average, wages in Sattari are lower by about 26% for ploughing, 16% for transplanting, and nearly 24% for harvesting. This makes Sattari one of the lowest-paying talukas for women among those where participation exists, reflecting subdued labour demand and limited wage escalation.

Tiswadi reported no women's participation in any agricultural field crop activity. Relative to other talukas, this positions Tiswadi at the bottom in terms of women's engagement, contributing nothing to comparative wage outcomes and reinforcing the spatial concentration of women's agricultural employment.

Turning to South Goa, wage levels and dispersion increase sharply. In Dharbandora, women's wages show strong intra-taluka variation. Ploughing at ₹700 is nearly 19% higher than the State average, while digging at ₹550 exceeds the State average by about 1%. In contrast, manuring at ₹325 and weeding at ₹350 are about 26% and 22% lower than State averages, respectively. Harvesting at ₹381 is 27% below the State average, making Dharbandora a taluka where only select operations offer wage premiums, while others remain significantly depressed.

Mormugao again reports no participation of women, placing it alongside Tiswadi and Canacona as talukas with negligible female engagement in field crop activities.

Quepem emerges as a strong mid-to-high performer. With ₹600 reported across most activities, women's wages here are about 10% higher than the State average for digging, 2% higher for ploughing, and nearly 26% higher for transplanting. Even harvesting at ₹490, though slightly below the State average, remains substantially higher than several North Goa talukas. Quepem clearly outperforms Bardez, Bicholim, Pernem, and Sattari across most activities, positioning itself as a comparatively favourable taluka for women's agricultural wages.

In Salcete, wage levels are consistently above average. Irrigation at ₹625 exceeds the State average by 18%, while harvesting at ₹575 is nearly 10% higher than the State average. Digging and transplanting at ₹550 are also about 1–15% above State norms. Salcete thus ranks among the better-paying talukas, with relatively balanced wage distribution across activities.

Sanguem records wages of ₹400 across most activities, placing it 20–25% below State averages for major operations such as ploughing, harvesting, and threshing. Threshing at ₹300 is particularly low, standing nearly 40% below the State average, making Sanguem one of the weaker performers among talukas with active participation.

Ponda stands out as an extreme outlier and the highest-paying taluka for women. Ploughing at ₹1,288 is almost 120% higher than the State average, while harvesting at ₹1,006 exceeds the State average by over 90%. Threshing at ₹813 is about 64% higher, and digging at ₹794 is nearly 46% above the State average. However, this taluka also exhibits sharp internal inequality: transplanting at ₹350 and manuring at ₹313 are 27–29% below State averages. The gap between the highest-paid and lowest-paid activities in Ponda exceeds 300%, highlighting extreme wage polarisation within the taluka.

Overall, the taluka-wise analysis for women in agricultural field crop activities during 2023–24 demonstrates strong spatial concentration of higher wages in a few South Goa talukas, particularly Ponda, Salcete, and Quepem, which consistently outperform State averages. North Goa talukas, with the exception of Bardez, largely cluster at or below State averages, while Sattari and Sanguem emerge as the weakest performers among those with participation. The comparison clearly shows that women’s wage outcomes are shaped not only by activity type but also by taluka-specific agricultural intensity and labour demand, resulting in sharp inter-taluka and intra-taluka disparities across Goa.

District-wise – Agricultural Field Crops Activities (Women)

The district-wise analysis of average daily wages earned by women in agricultural field crop activities during 2023–24 reveals a clear and systematic disparity between North Goa and South Goa, both in absolute wage levels and in their relative position vis-à-vis the Goa State averages. The observed patterns reflect differences in agricultural intensity, extent of women's participation, and the presence of high-paying talukas, particularly in South Goa.

In North Goa, women's wages remain consistently below the Goa State averages across all activities, indicating a structurally weaker position for women in the district's field crop agriculture. Digging at ₹508 is about 7% lower than the State average of ₹544, while ploughing at ₹478 falls short by nearly 19% compared to the State average of ₹588. Transplanting and irrigation, both at ₹475, are lower than the State averages of ₹478 and ₹529 by around 1% and 10%, respectively. Manuring at ₹444 is approximately 1% higher than the State average of ₹438, making it one of the few activities where North Goa marginally matches State norms. Weeding at ₹450 is almost at par with the State average of ₹451, while harvesting at ₹477 is about 9% lower than the State average of ₹524. Threshing at ₹450 stands nearly 9% below the State average of ₹496, and general agricultural work at ₹468 is around 1% higher than the State average of ₹462. Overall, North Goa's wage structure for women is characterised by moderate but subdued remuneration, with most activities clustering slightly below State benchmarks.

In contrast, South Goa exhibits higher wages and greater divergence from State averages, driven by the presence of high-paying talukas such as Ponda, Salcete, and Quepem. Digging at ₹579 exceeds the State average by about 6%, while ploughing at ₹698 is nearly 19% higher than the State average. Transplanting at ₹480 is marginally 0.5% above the State average, whereas irrigation at ₹583 stands 10% higher than the State benchmark. Harvesting at ₹571 exceeds the State average by about 9%, and threshing at ₹543 is around 9% higher than the State average of ₹496. Weeding at ₹451 is almost identical to the State average, while manuring at ₹433 is marginally 1% lower than the State average. General agricultural work at ₹457 is slightly 1% below the State average of ₹462. The overall pattern indicates that South Goa not only surpasses North Goa across most activities but also consistently performs at or above State norms.

A direct district-level comparison reinforces this contrast. For ploughing, South Goa's average wage (₹698) is about 46% higher than North Goa's ₹478. In irrigation, South Goa outperforms North Goa by approximately 23% (₹583 vs ₹475), while in harvesting the gap is around 20% (₹571 vs ₹477). Threshing shows a similar pattern, with South Goa exceeding North Goa by about 21%. Even in activities where both districts are closer to the State average, such as weeding and manuring, South Goa either matches or slightly exceeds North Goa's wage levels.

Overall, the district-wise analysis for women in agricultural field crop activities during 2023–24 clearly establishes South Goa as the relatively stronger district, both in terms of absolute wages and alignment with State averages. North Goa, while showing some activities close to State norms, largely remains below average, reflecting limited wage escalation and weaker labour demand for women. The district-level comparison highlights that improvements in women's agricultural wages in Goa are spatially concentrated, with South Goa driving higher outcomes, while North Goa continues to lag across most field crop operations.

Gender-wise – Agricultural Field Crops Activities

The gender comparison of average daily wages in agricultural field crop activities during 2023–24 presents a clear and cohesive picture of persistent wage inequality between men and women. Irrespective of activity type, women earn systematically less than men, indicating that gender-based wage differentials are entrenched across Goa’s agricultural labour market.

Men’s average daily wages at the State level range from ₹651 to ₹758, while women’s wages range from ₹438 to ₹588 across field crop activities. In relative terms, women earn only about 67 to 78% of men’s wages, depending on the activity. The highest level of gender parity is observed in ploughing, where women earn ₹588 against men’s ₹751, translating to approximately 78% parity. This suggests that in activities requiring higher skill or physical intensity, women’s wages move closer to men’s, though parity is still not achieved.

The widest gender gaps occur in harvesting, threshing, weeding, and manuring, which together form a substantial portion of agricultural labour days. In harvesting, women earn ₹524 compared to men’s ₹758, meaning women receive only about 69% of men’s wages. A similar pattern is seen in threshing (₹496 for women vs ₹728 for men) and weeding (₹451 vs ₹663), where women’s wages remain at around 68–69% of men’s wages. These gaps are particularly consequential, as they affect women’s earnings during peak agricultural seasons when labour demand and incomes are highest.

In preparatory operations such as digging and irrigation, women earn roughly 75–77% of men’s wages, indicating moderate narrowing of the gap but continued disadvantage. Even in general agricultural work, which is less specialised and more broadly defined, women earn ₹462 compared to men’s ₹667, placing them at just under 70% of men’s wage levels. This demonstrates that gender inequality is not confined to specific tasks but spans the entire spectrum of agricultural field crop activities.

Overall, the State-level evidence indicates that gender inequality in agricultural wages in Goa during 2023–24 is systemic and activity-wide. While women’s wages do respond to higher overall wage levels in certain operations, the male wage premium persists across all activities,

limiting women's relative gains. The persistence of women's wages at roughly two-thirds to three-quarters of men's wages underscores that gender disparities are driven not only by participation patterns but also by structural differences in wage-setting and valuation of labour. Without targeted measures to address these structural gaps, improvements in general agricultural wages are unlikely to translate into proportional income gains for women at the State level.

Table No. III
Taluka-wise and Sex-wise distribution of average Daily Wages of Agricultural Labourers for Plantation Crops Activities in Goa State during the year 2023-24
(in ₹)

Sr. No.	Taluka/District	MEN												
		Digging of pits	Plantation	Green manuring	Water Irrigation	H arvesting			Cashew apples and nut collection	Toddy tapping	Nira extraction	Dehusking		
						Coconut	Areca nut	Others				Coconut	Areca nut	Others
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	Bardez	494	450	500	431	733	500	475	446	883	800	450	0	0
2	Bicholim	700	700	700	700	1000	1200	0	700	0	0	0	0	0
3	Pernem	713	750	713	713	381	1000	0	0	0	0	717	717	0
4	Sattari	700	0	700	700	1000	1000	0	0	0	0	0	0	0
5	Tiswadi	0	0	0	0	0	0	0	0	0	0	0	0	0
	NORTH GOA	652	633	653	636	779	925	475	573	883	800	583	717	0
6	Canacona	0	0	0	0	0	0	0	0	0	0	0	0	0
7	Dharbandora	700	667	700	667	800	800	800	650	1000	0	1075	963	867
8	Mormugao	0	0	0	0	0	0	0	0	0	0	0	0	0
9	Quepem	817	0	833	833	964	964	850	850	1033	900	856	856	778
10	Salcete	675	0	675	900	1000	700	900	800	150	900	750	900	900
11	Sanguem	733	733	733	1000	900	700	700	700	792	700	733	733	800
12	Ponda	1673	0	0	0	1938	1756	867	417	2006	417	600	0	800
	SOUTH GOA	920	700	735	850	1120	984	823	683	996	729	803	863	829
	Average for Goa State	786	667	694	743	949	955	649	628	940	765	693	790	414

Taluka-wise – Plantation Crops Activities (Men)

The taluka-wise analysis of average daily wages earned by men in plantation crop activities during 2023–24 reveals sharp inter-taluka variation across both core plantation operations and allied activities, reflecting differences in crop composition, commercial intensity, and labour demand. Wage dispersion is especially pronounced in harvesting, cashew-related activities, toddy tapping, nira extraction, and dehusking, indicating that plantation agriculture in Goa is highly segmented by activity and location.

Across North Goa, talukas display a relatively moderate and clustered wage structure. In Bardez, wages for preparatory operations such as digging of pits (₹494), plantation (₹450), green manuring (₹500), and irrigation (₹431) remain below the Goa State averages, by roughly 25–35% in digging and plantation. However, harvesting of coconut (₹733) and arecanut (₹500) approaches State norms, while toddy tapping (₹883) and nira extraction (₹800) stand out as strongly remunerative, exceeding the State averages by about 6–15%. This indicates that in Bardez, wage premiums are concentrated in traditional and skill-linked activities rather than routine plantation work.

Bicholim presents a case of uniformly high wages across core plantation activities, with ₹700 reported for digging, plantation, green manuring, and irrigation. These figures exceed State averages for plantation and green manuring by about 5–10%. Harvesting of coconut (₹1,000) and arecanut (₹1,200) is particularly lucrative, with arecanut harvesting exceeding the State average by over 25%, positioning Bicholim among the highest-paying talukas for harvesting operations. The absence of wages in allied activities such as toddy tapping and dehusking suggests a narrower activity base focused on core plantation crops.

In Pernem, preparatory activities such as digging (₹713) and plantation (₹750) are close to or slightly above State averages, while green manuring and irrigation (both ₹713) exceed State norms by around 3–5%. However, harvesting wages show divergence: coconut harvesting at ₹381 is nearly 60% below the State average, whereas arecanut harvesting at ₹1,000 exceeds it by about 5%. Dehusking wages for coconut and arecanut (₹717 each) are well above State averages, highlighting activity-specific wage polarisation within the taluka.

Sattari reflects a pattern of high but selective remuneration. Digging and green manuring at ₹700 exceed State averages by about 10–15%, while coconut and arecanut harvesting both at ₹1,000 are above State averages by 5–10%. However, the absence of plantation wages and allied activities points to limited diversification, with wage strength concentrated in harvesting.

Tiswadi reports no participation across plantation crop activities, indicating negligible engagement of plantation labour in the taluka during the reference year.

In South Goa, wage levels escalate sharply and become more dispersed, driven by commercially intensive talukas.

Dharbandora shows consistently strong wages across most activities. Digging (₹700), plantation (₹667), green manuring (₹700), and irrigation (₹667) are all at or above State averages. Harvesting wages for coconut and arecanut (₹800 each) are slightly below State averages, but “other” harvesting at ₹800 exceeds the State norm by over 20%. Dehusking wages—₹1,075 for coconut and ₹963 for arecanut—are among the highest in the State, exceeding averages by 50–55%, making Dharbandora a key high-wage centre for post-harvest operations.

Quepem emerges as a balanced high-wage taluka. Digging (₹817) and green manuring (₹833) exceed State averages by 15–20%, while irrigation (₹833) is about 12% higher. Harvesting wages across coconut, arecanut, and others (₹964–₹850) remain close to State norms. Toddy tapping (₹1,033) and nira extraction (₹900) exceed State averages by 10–20%, while dehusking wages (₹856–₹778) are moderately above average, indicating broad-based wage strength across plantation activities.

In Salcete, preparatory wages show mixed performance: digging (₹675) is below the State average, while irrigation (₹900) exceeds it by over 20%. Coconut harvesting (₹1,000) is slightly above State norms, but arecanut harvesting (₹700) falls nearly 25% below the State average. A notable feature is the very low toddy tapping wage (₹150), which is over 80% below the State average, contrasting sharply with strong dehusking wages (₹900 for arecanut and others).

Sanguem displays relatively stable and near-average wages across most activities. Digging, plantation, and green manuring (₹733 each) exceed State averages marginally, while irrigation

(₹1,000) stands out at over 30% above the State norm. Harvesting and allied activities cluster close to averages, indicating moderate but consistent wage outcomes.

Ponda stands out as the most extreme high-wage taluka. Digging of pits at ₹1,673 is more than double the State average, while coconut and arecanut harvesting at ₹1,938 and ₹1,756 exceed State averages by over 100% and 80% respectively. Toddy tapping peaks at ₹2,006, more than twice the State average, underscoring acute labour scarcity and high commercial returns. However, plantation, green manuring, and irrigation are not reported, indicating that wage escalation is concentrated almost entirely in harvesting and traditional high-skill activities.

Overall, the taluka-wise picture for men in plantation crop activities during 2023–24 highlights extreme spatial and activity-wise wage differentiation. North Goa talukas generally exhibit moderate and clustered wages, while South Goa—particularly Ponda, Dharbandora, Quepem, and Sanguem—drives the upper end of the wage spectrum. The analysis underscores that harvesting, toddy tapping, nira extraction, and dehusking are the principal drivers of high wages, while preparatory plantation activities remain comparatively restrained, shaping the overall wage landscape of plantation agriculture in Goa.

District-wise – Plantation Crops Activities (Men)

At the district level, the wage structure for men engaged in plantation crop activities during 2023–24 reveals a clear divergence between North Goa and South Goa, both in terms of absolute wage levels and the underlying drivers of remuneration. While North Goa reflects a more moderate and activity-constrained plantation economy, South Goa emerges as the primary wage driver, characterised by higher commercial intensity and strong premiums in harvesting and allied plantation operations.

In North Goa, men’s wages across plantation crop activities remain moderate and relatively compressed when compared to State averages. Core preparatory activities such as digging of pits (₹652), plantation (₹633), green manuring (₹653), and water irrigation (₹636) are below or close to State averages, generally lagging by about 10–15%. This indicates that plantation establishment and maintenance activities in North Goa do not command strong wage premiums and are likely influenced by stable labour supply and limited commercial pressure.

Harvesting activities in North Goa show a mixed pattern. Coconut harvesting at ₹779 is roughly 18% below the State average, while arecanut harvesting at ₹925 is only marginally lower than the State benchmark of ₹955. Harvesting of “other” plantation crops at ₹475 is significantly depressed, standing at nearly 27% below the State average. This suggests that while major crops like arecanut offer relatively better returns, diversification into other plantation crops does not translate into comparable wage gains in the district.

Allied plantation activities present selective strength. Toddy tapping (₹883) and nira extraction (₹800) in North Goa exceed State averages by 6–15%, indicating that traditional, skill-based operations continue to attract wage premiums even in an otherwise moderate wage environment. Dehusking, however, remains weakly represented, with coconut dehusking at ₹583 and arecanutdehusking at ₹717, both below State averages, reflecting limited scale or lower commercial emphasis on post-harvest processing in the district.

Overall, North Goa's plantation wage structure for men is characterised by limited dispersion and restrained escalation, with wage strength concentrated in a few traditional activities rather than across the plantation value chain.

In contrast, South Goa exhibits a markedly higher and more dispersed wage structure, positioning it as the dominant contributor to plantation wage growth in the State. Preparatory activities such as digging of pits (₹920), plantation (₹700), green manuring (₹735), and irrigation (₹850) are consistently above State averages, exceeding them by 10–25%. This reflects higher capital intensity, larger plantation holdings, and stronger demand for skilled plantation labour.

Harvesting wages in South Goa are a major differentiator. Coconut harvesting at ₹1,120 and arecanut harvesting at ₹984 exceed State averages by 18% and 3%, respectively, while harvesting of other plantation crops at ₹823 is nearly 27% higher than the State average. These figures underline the central role of South Goa in driving wage premiums during peak plantation seasons.

Allied activities further amplify South Goa's dominance. Toddy tapping at ₹996 exceeds the State average by around 6%, while nira extraction at ₹729 is slightly below the State norm but still well above North Goa levels. Dehusking wages are particularly strong: coconut dehusking at ₹803, arecanut dehusking at ₹863, and dehusking of other crops at ₹829 all exceed State averages by 5–100%, highlighting the district's strength in post-harvest processing and value-added plantation activities.

In comparative terms, South Goa outperforms North Goa across almost every plantation activity, with especially wide gaps in digging of pits, irrigation, harvesting, and dehusking. The district-level contrast shows that while North Goa's plantation economy is relatively stable and traditional, South Goa's is commercially intensive, diversified, and wage-expansive, driving the upper tail of men's plantation wages in Goa.

Overall, the district-wise analysis confirms that plantation wage dynamics in Goa are spatially concentrated, with South Goa acting as the primary engine of wage escalation for men in plantation crop activities, while North Goa maintains a more restrained and selective wage profile.

Table No. III (Concluded)														
Taluka-wise and Sex-wise distribution of average Daily Wages of Agricultural Labourers for Plantation Crops Activities in Goa State during the year 2023-24														
(in ₹)														
Sr. No.	Taluka/District	Digging of pits	Plantation	Green manuring	Water Irrigation	Harvesting			Cashew apples and nut collection	Toddy tapping	Nira extraction	Dehusking		
						Coconut	Areca nut	Others				Coconut	Areca nut	Others
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	Bardez	413	400	0	475	400	375	375	388	0	413	400	0	0
2	Bicholim	0	500	500	500	0	0	0	500	0	0	0	500	0
3	Pernem	0	500	500	500	0	0	0	0	0	0	500	500	0
4	Sattari	0	0	400	400	0	0	0	0	0	0	0	0	0
5	Tiswadi	0	0	0	0	0	0	0	0	0	0	0	0	0
NORTH GOA		413	467	467	469	400	375	375	444	0	413	450	500	0
6	Canacona	0	0	0	0	0	0	0	0	0	0	0	0	0
7	Dharbandora	506	475	350	544	0	600	700	394	0	0	513	506	700
8	Mormugao	0	0	0	0	0	0	0	0	0	0	0	0	0
9	Quepem	600	0	617	550	678	742	600	633	767	633	644	650	578
10	Salcete	500	0	500	500	0	0	500	500	0	500	500	500	500
11	Sanguem	500	500	500	500	467	467	492	467	500	467	500	463	500
12	Ponda	367	0	0	0	888	0	500	350	0	400	0	350	500
SOUTH GOA		495	488	492	523	677	603	558	469	633	500	539	494	556
Average for Goa State		454	477	479	496	539	489	467	456	317	456	495	497	278

Taluka-wise Analysis – Plantation Crops Activities (Women)

The taluka-wise analysis of average daily wages earned by women in plantation crop activities during 2023–24 brings out a highly uneven landscape of participation and remuneration, marked by sharp contrasts between talukas, strong activity-wise segmentation, and frequent non-prevalence of women’s work in several plantation operations. Unlike men, women’s engagement in plantation agriculture is selective and concentrated, and wage outcomes vary widely depending on both the nature of the activity and the taluka.

Across North Goa, women’s plantation wages remain moderate and narrowly distributed. In Bardez, preparatory activities such as digging of pits (₹413), plantation (₹400), and irrigation (₹475) are generally below the Goa State averages by about 10–20%, while green manuring is not reported. Harvesting wages for coconut, arecanut, and other plantation crops (₹375–₹400) are also lower than State norms, indicating limited wage escalation in core plantation tasks. Cashew apples and nut collection at ₹388 remains modest, and the absence of toddy tapping wages underscores the limited engagement of women in traditional plantation-linked activities in the taluka.

Bicholim presents a more standardised structure where women earn ₹500 for plantation, green manuring, and irrigation. These wages are close to or marginally above the State averages for these activities, suggesting relatively better valuation of women’s labour in core plantation operations. However, harvesting activities and allied operations such as toddy tapping and nira extraction are absent, reflecting a restricted activity base despite decent wage levels where participation exists.

In Pernem, women earn ₹500 uniformly across plantation, green manuring, and irrigation, again placing wages at or slightly above State averages. Dehusking of coconut and arecanut at ₹500 each stands out as relatively well-paid compared to several other talukas, indicating some engagement of women in post-harvest operations, even as harvesting and allied activities remain absent.

Sattari records women's participation only in green manuring and irrigation, both at ₹400, which is 15–20% below State averages, placing the taluka among the lower-paying regions for women's plantation work. Tiswadi reports no participation of women across plantation activities, reinforcing the pattern of exclusion seen in earlier tables.

In South Goa, women's wage levels are generally higher and more dispersed, though participation remains uneven.

Dharbandora shows a mixed wage structure. Digging (₹506) and irrigation (₹544) exceed State averages by 10–15%, while plantation (₹475) is close to the State norm. However, green manuring (₹350) is nearly 25% below the State average, highlighting strong intra-taluka variation. Harvesting wages are reported only for arecanut and “others,” at ₹600 and ₹700, both exceeding State averages substantially, while dehusking wages—₹513 for coconut and ₹506 for arecanut—are above or close to State averages, making Dharbandora one of the better-performing talukas for women in post-harvest activities.

Quepem emerges as a key taluka for women's plantation wages, combining relatively broad participation with higher remuneration. Digging (₹600), green manuring (₹617), and irrigation (₹550) all exceed State averages by 10–30%. Harvesting wages are particularly strong, with coconut harvesting at ₹678 and arecanut harvesting at ₹742, exceeding State averages by 25–50%. Cashew apples and nut collection at ₹633, toddy tapping at ₹767, and nira extraction at ₹633 further reinforce Quepem's position as one of the most favourable talukas for women in plantation agriculture.

In Salcete, women's wages are moderate but stable. Digging (₹500), green manuring (₹500), and irrigation (₹500) align closely with State averages. Harvesting of other plantation crops at ₹500 and dehusking across all categories (₹500 each) indicate broad but average-level participation, while the absence of harvesting wages for coconut and arecanut points to partial engagement in plantation activities.

Sanguem reflects a balanced and consistent wage structure, with most preparatory and harvesting activities clustering between ₹467 and ₹500, broadly in line with State averages. Cashew apples and nut collection (₹467), toddy tapping (₹500), and nira extraction (₹467) suggest steady

participation of women across multiple plantation-linked operations, though without strong wage premiums.

Ponda stands out as a highly polarised taluka. While digging (₹367) and preparatory activities are weak or absent, harvesting of coconut at ₹888 is over 60% higher than the State average, making it one of the highest-paid plantation activities for women in Goa. Dehusking of arecanut and other crops at ₹350 and ₹500 shows mixed outcomes, and the absence of several core activities highlights that wage escalation in Ponda is highly activity-specific rather than broad-based.

Overall, the taluka-wise picture for women in plantation crop activities during 2023–24 shows that women's wages are shaped by a combination of selective participation and strong activity-wise differentiation. Talukas such as Quepem, Dharbandora, and parts of Ponda offer relatively strong wage outcomes, particularly in harvesting and allied operations, while North Goa talukas generally exhibit moderate or subdued wage levels with limited diversification. The analysis underscores that for women, plantation agriculture in Goa is characterised less by uniform wage progression and more by pockets of opportunity embedded within a landscape of uneven access and remuneration.

District-wise – Plantation Crops Activities (Women)

At the district level, the plantation crop wage structure for women in 2023–24 shows a clear divergence between North Goa and South Goa, both in terms of overall wage levels and the breadth of activities in which women participate. While women’s plantation wages remain lower and more restricted in North Goa, South Goa emerges as the principal contributor to higher and more diversified wage outcomes for women in plantation agriculture.

In North Goa, women’s plantation wages are moderate and tightly clustered, with limited participation across activities. Average wages for core preparatory operations—digging of pits (₹413), plantation (₹467), green manuring (₹467), and irrigation (₹469)—are generally below or just around the Goa State averages, lagging by roughly 5–15% in most cases. This indicates that women’s labour in plantation establishment and maintenance in North Goa does not attract strong wage premiums. Harvesting wages in North Goa further reflect this restraint: coconut harvesting at ₹400 and arecanut harvesting at ₹375 are about 25–30% lower than State averages, while harvesting of other plantation crops at ₹375 is similarly subdued. Cashew apples and nut collection at ₹444 remains slightly below the State norm, reinforcing the pattern of modest remuneration.

A distinctive feature of North Goa is the near absence of women’s participation in traditional and skill-linked plantation activities. Toddy tapping records no wages at the district level, while nira extraction averages ₹413, well below the State average of ₹456. Dehusking wages for coconut and arecanut, at ₹450 and ₹500 respectively, are close to State averages, but their limited prevalence suggests that post-harvest processing offers only narrow pockets of opportunity for women. Overall, North Goa’s district profile reflects a plantation economy where women’s work is restricted in scope and modestly remunerated, contributing to a compressed wage structure with little upward mobility.

In contrast, South Goa presents a substantially stronger and more diversified wage profile for women in plantation crop activities. Preparatory operations such as digging of pits (₹495), plantation (₹488), green manuring (₹492), and irrigation (₹523) are at or above State averages,

exceeding them by approximately 3–10%. This indicates a more favourable valuation of women’s labour even in the early stages of plantation activity.

Harvesting wages in South Goa show a marked escalation. Coconut harvesting at ₹677 exceeds the State average of ₹539 by about 26%, while arecanut harvesting at ₹603 is nearly 23% higher than the State average. Harvesting of other plantation crops at ₹558 also stands around 20% above the State norm. Cashew apples and nut collection at ₹469 is slightly above the State average, highlighting broader participation of women in plantation-linked seasonal activities.

Allied plantation operations further strengthen South Goa’s position. Toddy tapping at ₹633 is almost double the State average, and nira extraction at ₹500 exceeds the State norm by about 10%, indicating that women in South Goa have greater access to traditionally male-dominated, higher-paying plantation activities. Dehusking wages are also robust, with coconut dehusking at ₹539, arecanut dehusking at ₹494, and dehusking of other crops at ₹556, all of which are at or above State averages, reflecting stronger engagement of women in post-harvest processing.

Comparatively, South Goa outperforms North Goa across nearly all plantation activities, with especially large gaps in harvesting, toddy tapping, and nira extraction. For example, women’s coconut harvesting wages in South Goa are almost 70% higher than in North Goa, while arecanut harvesting wages are over 60% higher. These differences underscore that district-level wage disparities are driven not merely by pay rates but also by wider activity participation and diversification in South Goa.

Overall, the district-wise analysis for women in plantation crop activities during 2023–24 establishes South Goa as the dominant district in terms of both wage levels and opportunity structure. North Goa remains characterised by limited participation and modest wages, while South Goa provides higher remuneration across core, harvesting, and allied plantation operations. The district contrast highlights that improvements in women’s plantation wages in Goa are spatially concentrated, with South Goa acting as the primary driver of upward wage movement at the State level.

Gender-wise– Plantation Crops Activities

The gender-wise comparison of wages in plantation crop activities during 2023–24 presents a clear, comprehensive, and internally consistent picture of gender inequality, marked by wide wage differentials across almost all plantation-related operations. While both men and women benefit from higher wages in plantation agriculture compared to field crop activities, men continue to command a strong and systematic wage premium across core plantation tasks, harvesting operations, and allied activities.

For core preparatory and maintenance activities, men's wages are significantly higher than women's across the State. Men earn an average of ₹786 for digging of pits, compared to ₹454 for women, meaning women earn only about 58% of men's wages in this activity. In plantation work, men's wages average ₹667, while women earn ₹477, placing women at around 71% of men's wages. A similar pattern is observed in green manuring, where women earn ₹479 against men's ₹694, amounting to 69% parity. In water irrigation, men earn ₹743 compared to women's ₹496, implying that women receive about 67% of men's wages. These figures indicate that even in routine plantation operations, women's labour is valued substantially lower than men's at the State level.

The gender gap becomes more pronounced in harvesting activities, which are among the most remunerative operations in plantation agriculture. For coconut harvesting, men earn an average of ₹949, while women earn ₹539, meaning women receive only about 57% of men's wages. In arecanut harvesting, men's wages average ₹955, compared to women's ₹489, placing women at just 51% of men's wage levels, representing one of the widest gender gaps observed across all plantation activities. Harvesting of other plantation crops shows a slightly narrower but still substantial gap, with women earning ₹467 compared to men's ₹649, or about 72% of men's wages.

In cashew apples and nut collection, a relatively less skill-intensive but seasonally important activity, men earn ₹628 while women earn ₹456, placing women at roughly 73% of men's wages. This suggests that even in activities where women's participation is relatively higher, wage parity is not achieved.

The gender disparity is especially stark in traditional and skill-linked plantation activities. In toddy tapping, men earn an average of ₹940, while women earn only ₹317, meaning women receive barely one-third (34%) of men's wages. This represents the most extreme gender wage gap across plantation activities at the State level and highlights strong gender segmentation in access to and valuation of skilled plantation labour. In nira extraction, men earn ₹765 compared to women's ₹456, placing women at about 60% of men's wages, again reflecting limited parity in high-value traditional operations.

In post-harvest processing, gender gaps persist but vary by operation. For coconut dehusking, men earn ₹693 while women earn ₹495, giving women about 71% parity. In arecanut dehusking, men earn ₹790 and women ₹497, placing women at approximately 63% of men's wages. Dehusking of other plantation crops shows a narrower gap in absolute terms, with women earning ₹278 compared to men's ₹414, though women still earn only about 67% of men's wages.

Taken together, the State-level evidence shows that women's wages in plantation crop activities consistently range between one-half and three-quarters of men's wages, depending on the activity. The largest disparities are concentrated in high-value, skill-intensive, and traditional plantation operations, particularly arecanut harvesting and toddy tapping, while relatively smaller—but still significant—gaps exist in preparatory and maintenance activities.

Overall, the comprehensive State-level gender picture for plantation crop activities in Goa during 2023–24 demonstrates that gender inequality is both deep and multi-dimensional. Women face lower wages not only because of limited participation in certain activities, but also because their labour is systematically undervalued even where participation exists. The persistence of large gaps across virtually the entire plantation value chain indicates that gender disparities in plantation wages are structural in nature, and that general wage growth in plantation agriculture alone is unlikely to close the gender gap without targeted, activity-specific interventions aimed at improving women's access, skill recognition, and wage parity.

Table No. V														
Taluka-wise and Sex-wise distribution of average Daily Wages of Labourers engaged in Skilled and Unskilled Activities in Goa State during the year 2023-24														
(in ₹)														
Sr.No.	Taluka	MEN										UNSKILLED		
		SKILLED					UNSKILLED					Washerman	Casual Labour (for construction and other general activities)	Others
1	2	3	4	5	6	7	8	9	10	11	12			
1	Bardez	658	0	606	488	0	513	440	500	0	583	0	583	263
2	Bicholim	1000	1000	1000	1000	1000	1000	0	0	800	0	800	0	
3	Pernem	963	963	1063	950	963	950	1050	2150	563	563	563	563	
4	Sattari	1000	1000	1000	1000	1000	1000	1000	2800	700	700	700	700	
5	Tiswadi	0	0	0	0	0	0	0	0	0	0	0	0	
NORTH GOA		905	988	917	859	988	983	891	797	1817	631	661	508	
6	Canacona	0	0	0	0	0	0	0	0	0	0	0	0	
7	Dharbandora	1400	1200	1100	800	0	0	800	800	1100	500	775	0	
8	Mormugao	0	0	0	0	0	0	0	0	0	0	0	0	
9	Quepem	1567	1392	1408	867	833	833	900	800	750	767	967	0	
10	Salcete	975	650	925	650	1100	550	450	713	1600	450	775	725	
11	Sanguem	1085	750	1056	750	750	0	800	700	900	0	663	0	
12	Ponda	1558	1533	1458	1413	1519	1644	1504	1000	2438	1594	1354	700	
SOUTH GOA		1317	1105	1190	896	1051	1009	891	803	1358	828	907	713	
Average for Goa State		1111	1046	1053	878	1019	996	891	800	1587	729	784	610	

Taluka-wise – Skilled and Unskilled Activities (Men)

The taluka-wise wage structure for men engaged in skilled and unskilled activities during 2023–24 reveals a highly polarised labour market, where wage outcomes depend not only on skill intensity but also on taluka-specific labour demand, sectoral concentration, and scarcity effects. Across the State, skilled occupations command a clear premium over unskilled work, but this premium is unevenly distributed, creating distinct wage clusters across talukas.

Bardez represents a low-to-mid wage taluka for men in skilled occupations. Carpentry (₹658), masonry (₹606), bamboo and cane work (₹488), and stone cutting (₹513) are all 35–45% below State averages, indicating relatively weak valuation of skilled labour. Unskilled activities such as cattle grazing (₹500) and casual labour (₹583) also fall well below State norms, placing Bardez firmly in the lower wage band across both labour segments.

Bicholim shows a highly standardised skilled wage structure, with all major skilled trades uniformly reported at ₹1000. While marginally below State averages, the consistency across trades suggests an organised and stable skilled labour market. The complete absence of unskilled wages indicates that labour demand in Bicholim is strongly skewed toward skilled employment, with little reliance on casual or traditional unskilled labour.

Pernem emerges as one of the stronger performers in North Goa. Skilled wages for masons (₹1063), stone cutters (₹1050), and carpenters (₹963) are at or slightly above State averages, while bamboo and cane workers (₹950) and potters (₹963) also earn competitively. A defining feature is cattle grazing at ₹2150, which is around 35% higher than the State average, pointing to acute labour scarcity or specialised livestock-related demand.

Sattari exhibits one of the most balanced and elevated wage profiles in the district. All skilled trades are uniformly paid at ₹1000, aligning closely with State averages. Unskilled wages are exceptionally high, with cattle grazing at ₹2800, nearly 75% above the State average, making Sattari the highest-paying taluka for this unskilled activity. This reflects strong dependence on manual labour in agriculture and allied sectors.

Tiswadi reports no skilled or unskilled wage data across all categories, indicating non-prevalence or non-reporting of these activities during the year. While it does not influence wage averages numerically, its absence is analytically important as it reflects spatial exclusion from these labour markets.

Canacona also reports no skilled or unskilled wage data across all activities. This signals either non-prevalence or very limited engagement of men in reported skilled and unskilled occupations during 2023–24. Its inclusion is crucial to show that high State averages are driven by a subset of talukas, not by uniform participation.

Dharbandora shows strong remuneration for skilled labour, with carpenters earning ₹1400 and masons ₹1100, exceeding State averages by 25–30%. Bamboo and cane workers and stone cutters earn ₹800 each, slightly below State norms. Unskilled wages such as cattle grazing (₹1100) and casual labour (₹775) are moderate, indicating a taluka where skilled work is the primary wage driver.

Mormugao reports zero wages across all skilled and unskilled categories, marking it as another taluka where these activities are not prevalent or not reported. Analytically, Mormugao's absence is significant, highlighting that some urbanised or port-centric talukas may not meaningfully participate in traditional skilled or unskilled rural labour markets.

Quepem stands out as a high-wage taluka across nearly all skilled trades. Carpentry (₹1567), blacksmithing (₹1392), masonry (₹1408), bamboo and cane work (₹867), and stone cutting (₹900) all exceed State averages by 30–45%. Unskilled wages are also elevated, with casual labour at ₹967 and washerman services at ₹767, placing Quepem among the most attractive talukas for both skilled and unskilled male labour.

Salcete presents a moderate but diversified wage structure. Skilled wages for carpenters (₹975) and masons (₹925) are slightly below State averages, while potters earn ₹1100, exceeding the State norm. Unskilled wages show mixed outcomes, with cattle grazing at ₹1600 (slightly above State average) and washerman wages at ₹450 (well below), indicating internal segmentation within the taluka.

Sanguem shows selective strength in skilled occupations, with carpenters (₹1085) and masons (₹1056) close to State averages. Bamboo and cane work and potter wages (₹750 each) fall below State norms, while unskilled wages such as cattle grazing (₹900) are also below average. This suggests that wage advantages in Sanguem are skill-specific rather than broad-based.

Ponda clearly dominates the State's labour market for men. Skilled wages are exceptionally high across all trades—carpenters (₹1558), blacksmiths (₹1533), masons (₹1458), bamboo and cane workers (₹1413), potters (₹1519), weavers (₹1644), and stone cutters (₹1504)—exceeding State averages by 40–65%. Unskilled wages are equally striking, with cattle grazing at ₹2438 and washerman services at ₹1594, establishing Ponda as the single most influential taluka driving State-level wage escalation.

District-wise – Skilled and Unskilled Activities (Men)

At the district level, the wage structure for men engaged in skilled and unskilled activities during 2023–24 reveals a sharp spatial divide between North Goa and South Goa, driven by differences in labour intensity, skill concentration, and the presence of high-paying talukas. While both districts show clear skill premia, South Goa consistently outperforms North Goa across most skilled and unskilled categories, making it the primary driver of State-level wage outcomes.

In North Goa, men’s skilled wages are moderately high but constrained, reflecting a labour market anchored in uniform wage structures rather than strong upward escalation. Average wages for skilled trades such as carpentry (₹905), masonry (₹917), blacksmithing (₹988), and bamboo & cane work (₹859) are 15–20% below Goa State averages. This indicates that although skilled labour is valued, it does not command strong scarcity-driven premiums at the district level.

Stone cutting at ₹891 aligns closely with the State average, while potter (₹988) and weaver (₹983) wages remain just below State norms, reinforcing the picture of compressed skilled wages. “Other skilled” activities at ₹797 also fall short of the State average of ₹800, pointing to limited differentiation across skilled roles.

On the unskilled side, North Goa presents a contrasting picture. Cattle grazing wages average ₹1,817, which is about 14% higher than the State average, driven primarily by exceptionally high wages in talukas like Sattari and Pernem. Washerman wages at ₹631 remain below the State average of ₹729, indicating weaker demand or lower valuation for this service. Casual labour wages at ₹661 are also below the State norm, suggesting that general unskilled labour does not benefit from the same scarcity effects seen in cattle grazing.

Overall, North Goa’s district profile is characterised by moderate skilled wages coupled with selective unskilled wage spikes, reflecting a labour market where scarcity affects only specific activities rather than the entire unskilled segment.

In South Goa, the wage structure for men is decisively higher and more diversified, reflecting strong labour demand across both skilled and unskilled activities. Skilled wages for carpentry

(₹1,317), masonry (₹1,190), blacksmithing (₹1,105), and bamboo & cane work (₹896) are 20–35% higher than those in North Goa and consistently above State averages. This indicates a district where skilled labour is in short supply and commands substantial premiums.

Potters (₹1,051) and weavers (₹1,009) also earn above State averages, while stone cutters at ₹891 match the State norm. “Other skilled” activities at ₹803 slightly exceed the State average, confirming a broad-based elevation of skilled wages rather than isolated spikes.

Unskilled wages in South Goa are also significantly higher. Cattle grazing averages ₹1,358, well above North Goa levels, though slightly below the State average due to extreme outliers in select talukas. Washerman wages at ₹828 exceed the State average by 14%, and casual labour wages at ₹907 are around 16% higher than the State norm. These figures reflect strong and diversified demand for unskilled labour across the district.

The strength of South Goa is driven largely by high-performing talukas such as Ponda and Quepem, which elevate district averages across nearly all skill categories. Unlike North Goa, South Goa’s wage structure shows consistency across skilled and unskilled activities, rather than dependence on isolated high-paying roles.

Comparatively, South Goa outperforms North Goa across almost all skilled activities, with gaps ranging from ₹200 to ₹400 per day in key trades such as carpentry, masonry, and blacksmithing. While North Goa surpasses South Goa in cattle grazing wages due to extreme values in a few talukas, this advantage is narrow and activity-specific.

In summary, the district-wise analysis confirms a structural wage divide within Goa. North Goa exhibits compressed skilled wages with selective unskilled wage inflation, whereas South Goa demonstrates a high-wage, diversified labour market for men across both skilled and unskilled activities. This asymmetry underscores that State-level wage strength is largely driven by South Goa, with North Goa contributing more modestly and unevenly to overall labour remuneration patterns.

Taluka-wise and Sex-wise distribution of average Daily Wages of Labourers engaged in Skilled and Unskilled Activities in Goa State during the year 2023-24 (in ₹)														
Sr.No.	Taluka	WOMEN										UNSKILLED		
		SKILLED					UNSKILLED					Washerman	Casual Labour (for construction and other general activities)	Others
1	2	3	4	5	6	7	8	9	10	11	12			
1	Bardez	700	0	700	400	0	0	0	0	0	500	0	550	229
2	Bicholim	0	0	0	0	0	0	0	0	0	0	0	500	0
3	Pemem	0	0	0	500	500	500	0	0	0	0	0	500	0
4	Sattari	0	0	0	0	0	0	0	0	0	0	0	400	0
5	Tiswadi	0	0	0	0	0	0	0	0	0	0	0	0	0
NORTH GOA		700	0	700	450	500	500	0	0	500	0	488	229	
6	Canacona	0	0	0	0	0	0	0	0	0	0	0	0	
7	Dharbandora	0	0	0	0	0	0	0	0	0	0	613	0	
8	Mormugao	0	0	0	0	0	0	0	0	0	0	0	0	
9	Quepem	0	1500	500	600	0	0	0	700	600	600	639	0	
10	Salcete	0	0	0	325	600	275	225	0	900	438	500	488	
11	Sanguem	0	600	400	500	500	0	0	0	300	0	419	0	
12	Ponda	1000	0	0	425	1494	1606	3000	500	2625	1500	1254	500	
SOUTH GOA		1000	1050	450	463	865	941	1613	600	1106	846	685	494	
Average for Goa State		850	525	575	456	682	720	806	300	803	423	586	361	

Taluka-wise – Skilled and Unskilled Activities (Women)

The taluka-wise wage structure for women engaged in skilled and unskilled activities during 2023–24 reveals a highly fragmented and selective labour market, far more constrained than that observed for men. Women’s participation is limited to a narrower set of activities and talukas, and where participation exists, wages vary sharply depending on the nature of work and local demand conditions. A defining feature across Goa is that a few talukas drive most of the wage outcomes, while several others show complete non-prevalence of women’s skilled and unskilled labour.

In Bardez, women’s participation in skilled activities is restricted but visible. Carpentry and masonry wages at ₹700 each are below the Goa State averages of ₹850 and ₹575 respectively for women, indicating moderate valuation of construction-related skills. Bamboo and cane work at ₹400 also falls below the State norm of ₹456. No wages are reported for potter, weaver, or stone cutter activities, highlighting limited diversification of skilled work for women. On the unskilled side, cattle grazing at ₹500 is below the State average of ₹803, while casual labour at ₹550 is slightly below the State average of ₹586. Bardez thus reflects a low-to-mid wage taluka with narrow occupational access for women.

Bicholim shows almost complete absence of women’s skilled labour, with all skilled categories reporting zero wages. The only reported activity is casual labour at ₹500, which is marginally below the State average. This indicates that women’s engagement in Bicholim is confined almost entirely to basic unskilled work, with no access to higher-paying skilled roles.

In Pernem, women participate selectively in semi-skilled plantation-linked activities. Bamboo and cane work, potter, and weaver activities are all reported at ₹500, which is below or just at the lower end of State averages. No other skilled or unskilled wages are reported, suggesting a narrow but consistent engagement in a few traditional skills without wage escalation.

Sattari reports no skilled activity wages for women and only casual labour at ₹400, which is well below the State average. This places Sattari among the lowest-paying talukas for women, reflecting limited labour market opportunities beyond basic casual work.

Tiswadi reports no wages across all skilled and unskilled categories, indicating non-prevalence or complete exclusion of women from these activities during the year.

In Canacona, no skilled or unskilled wages are reported for women, marking it as another taluka with non-participation in the recorded skilled and unskilled labour market.

Dharbandora shows women's participation only in casual labour, at ₹613, which is above the State average. The absence of skilled wages alongside relatively better casual labour remuneration suggests that women's work here is concentrated in general labour activities rather than skilled trades, but where demand exists, wages are competitive.

Mormugao reports no skilled or unskilled wages for women, reinforcing the pattern that urban or industrial talukas contribute little to women's participation in these traditional labour categories.

Quepem emerges as a notable taluka for women's diversified participation. Skilled wages are reported for blacksmithing at ₹1500, bamboo and cane work at ₹600, masonry at ₹500, and "other skilled" activities at ₹700. Several of these exceed State averages substantially—blacksmith wages, in particular, are nearly three times the State average, making Quepem a clear outlier for high-paying skilled work among women. On the unskilled side, cattle grazing and washerwoman services at ₹600 each exceed State averages, while casual labour at ₹639 also remains above the State norm. Quepem thus represents one of the strongest talukas for women across both skill segments.

In Salcete, women's skilled participation is moderate and varied. Bamboo and cane work at ₹325 is below the State average, while potter wages at ₹600 align closely with the State norm. Weaver wages at ₹275 and stone cutter wages at ₹225 are among the lowest in the State, indicating weak valuation of these skills. Unskilled wages show a mixed picture: cattle grazing at ₹900 is above the State average, washerwoman services at ₹438 are close to average, and casual labour at ₹500 is slightly below average. Salcete thus reflects internal wage segmentation, with stronger unskilled outcomes relative to skilled work.

Sanguem shows selective strength in skilled activities. Blacksmith wages at ₹600 and bamboo and cane work at ₹500 are close to State averages, while masonry at ₹400 is below average.

Unskilled wages are weaker, with cattle grazing at ₹300 and casual labour at ₹419, both well below State averages, indicating that wage advantages in Sanguem are limited to specific skilled roles.

Ponda stands out as the single most dominant taluka for women's skilled and unskilled wages. Skilled wages are exceptionally high across multiple categories: carpentry at ₹1000, potter at ₹1494, weaver at ₹1606, and stone cutting at ₹3000, all far exceeding State averages—stone cutting wages are nearly four times the State average. Unskilled wages are equally elevated, with cattle grazing at ₹2625, washerwoman services at ₹1500, and casual labour at ₹1254, making Ponda the clear wage leader for women across Goa. This reflects intense labour demand and severe scarcity of women workers in both skilled and unskilled activities.

Overall, the taluka-wise picture for women in skilled and unskilled activities during 2023–24 shows an extremely concentrated wage structure. A small number of talukas—most notably Ponda and Quepem—account for the highest wages and widest activity participation, while several talukas (Tiswadi, Canacona, Mormugao) report complete non-prevalence. In most other talukas, women's work is confined to a narrow set of low- to mid-paying activities, particularly casual labour. This concentration underscores that women's access to skilled and better-paid unskilled work in Goa is highly location-specific, with meaningful economic opportunities emerging only in select talukas rather than being evenly distributed across the State.

District-wise – Skilled and Unskilled Activities (Women)

At the district level, the wage structure for women engaged in skilled and unskilled activities during 2023–24 reveals a very sharp contrast between North Goa and South Goa, both in terms of wage levels and the breadth of activities in which women participate. The district averages clearly show that women’s skilled and unskilled labour markets are far more developed, diversified, and better remunerated in South Goa, while North Goa remains constrained, fragmented, and largely limited to basic forms of work.

In North Goa, women’s participation in skilled activities is extremely limited, and district averages are driven by only a handful of reported observations. Carpentry and masonry wages, both at ₹700, are below the Goa State averages of ₹850 and ₹575 respectively, indicating modest valuation of women’s construction-related skills. Bamboo and cane work averages ₹450, slightly below the State norm of ₹456, while potter and weaver activities at ₹500 each remain well below State averages of ₹682 and ₹720. Notably, stone cutting and other skilled activities report zero wages, highlighting the near absence of women from physically intensive or higher-skill trades in North Goa.

On the unskilled side, North Goa also shows subdued wage outcomes. Cattle grazing at ₹500 is over 35% lower than the State average of ₹803, and washerwoman services record no district-level wage, reflecting negligible participation. Casual labour at ₹488 is also below the State average of ₹586, while “other unskilled” activities at ₹229 are the lowest across the State. Overall, North Goa’s profile reflects a district where women’s labour is largely confined to low-paying, general activities, with very limited access to skilled or better-remunerated unskilled roles.

In contrast, South Goa exhibits a much stronger and more diversified wage structure for women across both skilled and unskilled activities. Skilled wages in South Goa are consistently at or above State averages in several categories. Carpentry at ₹1000 exceeds the State average by nearly 18%, while blacksmithing at ₹1050 is double the State average, driven by high-paying talukas such as Quepem. Bamboo and cane work at ₹463 aligns closely with the State norm, while potter wages at ₹865 and weaver wages at ₹941 exceed State averages by 25–30%. Stone

cutting at ₹1613 is particularly striking, standing at twice the State average, reflecting the influence of exceptionally high wages in talukas like Ponda.

“Other skilled” activities in South Goa average ₹600, double the State average of ₹300, further underscoring the depth of skilled opportunities available to women in the district.

Unskilled wages in South Goa are also markedly higher. Cattle grazing averages ₹1106, exceeding the State average by 38%, while washerwoman wages at ₹846 are nearly double the State norm of ₹423. Casual labour at ₹685 is about 17% higher than the State average, and “other unskilled” activities at ₹494 also outperform the State benchmark.

The contrast between the two districts is stark. Across nearly all skilled categories, South Goa’s district averages are between 30 and 100% higher than those of North Goa. The gap is especially pronounced in physically intensive and traditionally male-dominated activities such as stone cutting, where North Goa reports no participation while South Goa records exceptionally high wages. Similar disparities are evident in unskilled activities like cattle grazing and washerwoman services, where South Goa significantly outpaces North Goa.

In summary, the district-wise analysis confirms that women’s skilled and unskilled wage outcomes in Goa are overwhelmingly driven by South Goa. North Goa remains characterised by limited participation and low wages, whereas South Goa offers broader access, higher remuneration, and greater diversification of activities for women. This district-level divide highlights that improvements in women’s labour outcomes in Goa are geographically concentrated, and any effort to enhance wage parity or participation will need to account for the stark structural differences between the two districts.

Gender-wise– Skilled and Unskilled Activities

At the State level, the gender-wise comparison of skilled and unskilled wages during 2023–24 reveals a deeply entrenched and multi-layered gender wage gap, cutting across almost every occupation category. While both men and women participate in skilled and unskilled labour markets, men consistently earn substantially higher wages, and women’s participation itself is far more selective and spatially concentrated. The gap is not uniform; it widens sharply in high-skill, high-intensity, and traditionally male-dominated occupations, while narrowing slightly—but never disappearing—in general and casual forms of work.

In skilled activities, men command a decisive wage advantage across all trades. At the State level, men earn ₹1,111 as carpenters, compared to ₹850 for women, meaning women earn roughly 76% of men’s wages in this trade. In blacksmithing, the disparity is more pronounced: men earn ₹1,046, while women earn ₹525, placing women at only 50% wage parity. A similar pattern is observed in masonry, where women earn ₹575 against men’s ₹1,053, translating to just 55% parity.

In semi-skilled traditional occupations, the gap remains substantial. For bamboo and cane workers, women earn ₹456, while men earn ₹878, meaning women receive only about half of men’s wages. In pottery, women earn ₹682 compared to men’s ₹1,019, placing parity at 67%. Weaving shows a comparable pattern, with women earning ₹720 against men’s ₹996, or 72% parity. The sharpest skilled-sector disparity is observed in stone cutting, where women earn ₹806 compared to men’s ₹891 in State averages; while the gap here appears narrower numerically, it masks the fact that women’s average is driven by a very small number of high-paying talukas, indicating exceptional cases rather than broad parity.

In “other skilled” activities, women earn ₹300, while men earn ₹800, meaning women receive less than 40% of men’s wages, underscoring how women remain concentrated in lower-valued segments even within residual skilled categories.

Turning to unskilled activities, gender disparities persist, though their structure differs. In cattle grazing, men earn an average of ₹1,587, while women earn ₹803, giving women around

51% parity. This reflects both lower participation of women and lower valuation of their labour in physically demanding rural work. In washerman/washerwoman services, men earn ₹729, while women earn ₹423, placing women at 58% of men's wages. This is particularly striking given that washing-related work is traditionally associated with women, yet wage outcomes remain substantially lower.

In casual labour (construction and general activities), the gender gap narrows but does not disappear. Men earn ₹784, while women earn ₹586, meaning women receive about 75% of men's wages. This relative narrowing reflects the commoditised nature of casual labour, where task differentiation is lower, yet even here women do not achieve wage parity. In other unskilled activities, women earn ₹361, compared to men's ₹610, translating to 59% parity.

Taken together, the State-level evidence shows that women's wages range between one-half and three-quarters of men's wages across skilled and unskilled activities, with the widest gaps appearing in high-skill, high-intensity, and traditional occupations such as blacksmithing, bamboo and cane work, and cattle grazing. Narrower gaps in casual labour do not signal equality, but rather the absence of skill-based wage escalation for women.

Overall, the comprehensive gender-wise picture for skilled and unskilled activities in Goa during 2023–24 indicates that gender wage inequality is structural rather than incidental. Women face a dual disadvantage: restricted access to a wide range of skilled occupations and systematically lower wages even where access exists. The persistence of large gaps at the State level suggests that general labour market growth alone will not close these disparities; instead, meaningful convergence would require targeted interventions aimed at expanding women's participation in high-value skilled trades, improving skill recognition, and enforcing equitable wage practices across both skilled and unskilled sectors.

Integrated Cross-table Insights

Bringing together all three tables—agricultural field crop activities, plantation crop activities, and skilled & unskilled labour—provides a consolidated view of Goa’s labour market in 2023–24. The cross-table reading reveals not just wage differences across activities, but also structural patterns of labour valuation, gender segmentation, spatial concentration, and skill-based escalation that are not visible when the tables are viewed in isolation.

1. Clear Wage Hierarchy Across Activity Types

A strong and consistent wage hierarchy emerges across the three activity groups. Skilled activities command the highest wages, followed by plantation crop activities, with agricultural field crop activities occupying the lowest rung of the wage ladder.

For men, State-level averages show that skilled trades such as carpentry, masonry, blacksmithing, and stone cutting routinely exceed ₹1,000 per day, while plantation crop harvesting activities (especially coconut and arecanut) cluster in the ₹900–₹950 range. In contrast, agricultural field crop activities—digging, ploughing, transplanting, irrigation, and general agricultural work—largely remain in the ₹650–₹750 band. This hierarchy reflects the combined influence of skill intensity, physical effort, and labour scarcity, which progressively increase from field crops to plantation and further to skilled occupations.

For women, the same hierarchy exists but at consistently lower absolute levels, with the gap widening as one moves up the hierarchy. While women’s agricultural field crop wages are relatively compressed, the transition to plantation and skilled activities introduces sharp wage dispersion, driven by selective participation in a few high-paying talukas.

2. Plantation Agriculture as a Wage Bridge Between Farming and Skilled Work

Plantation crop activities occupy a critical middle position between traditional agriculture and skilled labour. Across both genders, plantation wages are significantly higher than field crop

wages, particularly in harvesting and allied operations such as cashew collection, toddy tapping, nira extraction, and dehusking.

For men, plantation harvesting wages often approach or even overlap with lower-end skilled wages, especially in South Goa. For women, plantation activities represent one of the few agricultural segments where meaningful wage escalation is visible, particularly in talukas like Ponda and Quepem. This suggests that plantation agriculture functions as a wage bridge, offering a pathway from low-paid field work toward higher-value labour—though this pathway remains far more accessible to men than women.

3. Gender Gap Widens with Skill and Specialisation

Across all three tables, a consistent and critical insight is that the gender wage gap increases with skill intensity and specialisation.

- In agricultural field crop activities, women’s wages are lower but relatively closer to men’s, reflecting task standardisation and limited scope for skill premiums.
- In plantation activities, the gap widens substantially, especially in high-value harvesting and traditional operations like toddy tapping and arecanut harvesting.
- In skilled activities, the gap becomes structural and pronounced, with women earning roughly 50–75% of men’s wages, and in some trades (blacksmithing, bamboo and cane work, cattle grazing) closer to half or less.

This cross-table pattern confirms that gender inequality in Goa’s labour market is not uniform, but amplifies as work becomes more specialised, physically intensive, or culturally male-dominated.

4. South Goa as the Core Wage Engine Across All Tables

All three tables consistently identify South Goa as the principal driver of higher wages, irrespective of activity type or gender. South Goa outperforms North Goa in:

- Plantation crop wages (both harvesting and allied activities),
- Skilled labour wages (almost across the board),
- And, to a lesser extent, agricultural field crop wages.

Talukas such as Ponda, Quepem, Salcete, and Dharbandora repeatedly emerge as wage leaders across multiple tables. In contrast, North Goa shows compressed wages, limited diversification, and frequent non-prevalence of higher-value activities, particularly for women. This spatial concentration means that State averages are not representative of uniform progress, but are driven by a subset of high-performing talukas.

5. Participation Gaps Are as Important as Wage Gaps

A crucial cross-table insight is that zero reporting (non-prevalence) is not random—it follows a clear pattern. Talukas like Tiswadi, Canacona, and Mormugao frequently report zero wages across plantation and skilled activities, especially for women. This indicates that exclusion from certain labour markets, rather than low wages alone, is a major determinant of inequality.

For women in particular, access to skilled and high-paying plantation work is geographically and sectorally restricted, meaning that high State averages often reflect isolated pockets of opportunity rather than widespread inclusion.

6. Casual Labour as the Only Partial Equaliser

Across all three tables, casual labour and general agricultural work show the narrowest gender gaps and the least spatial variation. However, this is not because these activities are equitable, but because they offer limited scope for skill recognition and wage escalation. Casual labour thus functions as a floor rather than a ladder—absorbing labour across genders but failing to provide upward mobility.

7. Structural Dualism in Goa's Labour Market

Taken together, the three tables reveal a dual labour market structure:

- A high-wage, skill- and plantation-driven segment, concentrated in South Goa and dominated by men.
- A low-wage, field crop and casual labour segment, more evenly spread but offering limited progression, especially for women.

Movement between these segments is possible in theory (via plantation activities), but in practice is uneven, gendered, and spatially constrained.

Integrated Insight

The cross-table analysis makes it clear that wage outcomes in Goa during 2023–24 are shaped less by agriculture per se and more by where a worker is located, what type of activity they can access, and whether their labour is recognised as skilled. Gender inequality cuts across all tables, but intensifies with skill and specialisation. Plantation agriculture plays a pivotal intermediary role, while skilled labour defines the ceiling of earnings. Overall, Goa's labour market is characterised by high wage potential in select pockets alongside broad-based stagnation elsewhere, making spatial and gender targeting essential for any policy or planning response.

Conclusion

The comprehensive analysis of average daily wages across agricultural field crop activities, plantation crop activities, and skilled & unskilled labour in Goa for 2023–24 presents a clear, layered, and structurally consistent picture of the State’s labour market. Viewed together, the three tables reveal that wage outcomes in Goa are not driven by agriculture alone, but by a complex interaction of skill intensity, activity type, gender, and spatial concentration.

A pronounced wage hierarchy emerges across the three activity groups. Agricultural field crop activities occupy the lowest rung of the wage ladder, plantation crop activities form a transitional middle layer, and skilled labour sits firmly at the top. This hierarchy holds true for both men and women, reflecting the combined influence of skill requirements, physical effort, and labour scarcity. Plantation agriculture plays a pivotal intermediary role, offering higher wages than traditional farming while remaining closely linked to the rural economy.

Across all activity types, gender disparities are persistent and structural. Women earn consistently lower wages than men, and the gap widens as activities become more specialised, physically demanding, or culturally male-dominated. While gender wage differences are relatively narrower in field crop and casual labour activities, they expand sharply in plantation harvesting and become most pronounced in skilled trades. This pattern indicates that gender inequality in Goa’s labour market is not incidental, but embedded in how skills are recognised, rewarded, and accessed.

Spatial concentration is another defining feature of the wage structure. South Goa clearly emerges as the State’s wage engine, consistently outperforming North Goa across agricultural, plantation, and skilled activities. A small number of talukas—most notably Ponda, Quepem, Salcete, and Dharbandora—repeatedly drive higher district and State averages. In contrast, several talukas record partial or complete non-prevalence of higher-value activities, particularly for women. This uneven spatial distribution means that State-level averages reflect intense wage outcomes in select pockets rather than broad-based improvements across Goa.

An important insight from the combined tables is that access matters as much as wage levels. For many workers—especially women—the primary constraint is not low pay within an activity, but limited or absent participation in higher-paying activities altogether. Plantation agriculture offers one of the few pathways for wage progression from field crops toward skilled labour, but this pathway remains uneven and heavily skewed toward men and certain talukas.

Casual labour and general agricultural work function as a baseline absorber of labour across genders and regions, showing relatively narrower wage gaps but also limited scope for upward mobility. These activities provide income security but do not contribute meaningfully to closing gender or spatial wage disparities.

In sum, the consolidated evidence for 2023–24 demonstrates that Goa’s labour market is characterised by dualism: high wages and diversification concentrated in a few locations and activities, alongside widespread reliance on low- to mid-paying work elsewhere. Gender inequality, skill segmentation, and spatial concentration reinforce one another, shaping wage outcomes across all sectors. Any meaningful improvement in wage equity and labour outcomes in Goa will therefore depend not only on raising wage levels, but on expanding access to higher-value activities, improving skill recognition for women, and addressing the sharp regional imbalances that define the State’s labour economy.