

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT**

RAJYA SABHA

**UNSTARRED QUESTION NO. 1856
TO BE ANSWERED ON 17.03.2022**

6TH CPC IN RESPECT OF PRIVATE SECTOR EMPLOYEES

1856. SHRI BHUBANESWAR KALITA:

Will the Minister of Labour and Employment be pleased to state:

- (a) whether Government is considering implementation of 6th Central Pay Commission (CPC) recommendations to Private Sector employees, similar to Central/State Government employees for calculating Variable Pay or Grade Pay included in the basic pay for calculation of DA/PF etc.; and**
(b) if so, the details thereof?

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SHRI RAMESWAR TELI)**

(a) & (b): No, Sir. However, under the provisions of the Minimum Wages Act, 1948, both the Central and the State Governments are mandated to fix, review and revise the minimum wages of the employees employed in the scheduled employments in public and private sector under their respective jurisdictions. In order to protect the minimum wages against inflation, the Central Government revises the Variable Dearness Allowance (V.D.A) on basic rates of minimum wages every six months effective from 1st April and 1st October every year on the basis of Consumer Price Index for Industrial workers and accordingly it was last revised w.e.f. 01.10.2021. Statement showing increased rates of wages on account of revision in VDA from 01.04.2021 to 01.10.2021 is at Annexure.

Annexure

Annexure referred to in reply to part (a) & (b) of Rajya Sabha Unstarred Question no. 1856 for 17.03.2022.

Statement showing increased rates of minimum wages on account of revision of VDA from 01.04.2021 to 01.10.2021.

| Name of Scheduled Employment | Category of Worker | Rates of wages including V.D.A per day (in Rs.) | | | | | |
|------------------------------|--|---|------------------|------------------|------------------|------------------|------------------|
| | | Area-A | | Area-B | | Area-C | |
| | | As on 01.04.2021 | As on 01.10.2021 | As on 01.04.2021 | As on 01.10.2021 | As on 01.04.2021 | As on 01.10.2021 |
| 1. Agriculture | Unskilled | 411 | 417 | 375 | 380 | 372 | 377 |
| | Semi-Skilled/Unskilled Supervisory | 449 | 455 | 413 | 419 | 379 | 384 |
| | Skilled/Clerical | 488 | 495 | 449 | 455 | 412 | 418 |
| | Highly Skilled | 540 | 547 | 502 | 509 | 449 | 455 |
| 2. Stone Mines | 1. Excavation & removal of over burden with 50 meters lead/1.5 meters lift (Per 2.831 cubic meters/100 cubic feet): | | | | | | |
| | | As on 01.04.2021 | | | As on 01.10.2021 | | |
| | (a) Soft Soil | 435 | | | 441 | | |
| | (b) Soft Soil with Rock | 654 | | | 663 | | |
| | (c) Rock | 866 | | | 878 | | |
| | 2. Removal and Staking of rejected stones with 50 meters lead 1.5 meters lift (Per 2.831 cubic meters/100 cubic feet): | 349 | | | 354 | | |
| | 3. Stone breaking or Stone Crushing for the stone size (Per truck load of 5.662 cubic meters/200 cubic feet): | | | | | | |
| | (a) 1.0 inch to 1.5 inches | 2666 | | | 2701 | | |
| | (b) Above 1.5 Inches to 3.0 Inches | 2280 | | | 2310 | | |
| | (c) Above 3.0 Inches to 5 Inches | 1338 | | | 1356 | | |
| | (d) Above 5.0 Inches | 1099 | | | 1114 | | |
| | | Area-A | | Area-B | | Area-C | |
| | | As on 01.04.2021 | As on 01.10.2021 | As on 01.04.2021 | As on 01.10.2021 | As on 01.04.2021 | As on 01.10.2021 |
| 3. Sweeping and Cleaning* | Unskilled | 645 | 654 | 539 | 546 | 431 | 437 |

| | | | | | | | |
|---------------------------|------------------------------------|------------------|------------------|------------------|------------------|-----|-----|
| 4. Watch and Ward | Without Arms | 784 | 795 | 714 | 724 | 609 | 617 |
| | With Arms | 853 | 864 | 784 | 795 | 714 | 724 |
| 5. Loading and Unloading# | Unskilled | 645 | 654 | 539 | 546 | 431 | 437 |
| 6. Construction^ | Unskilled | 645 | 654 | 539 | 546 | 431 | 437 |
| | Semi-Skilled/Unskilled Supervisory | 714 | 724 | 609 | 617 | 505 | 512 |
| | Skilled/Clerical | 784 | 795 | 714 | 724 | 609 | 617 |
| | Highly Skilled | 853 | 864 | 784 | 795 | 714 | 724 |
| 7. Non-Coal Mines\$ | | Above Ground | | | Below Ground | | |
| | | As on 01.04.2021 | As on 01.10.2021 | As on 01.04.2021 | As on 01.10.2021 | | |
| | Unskilled | 431 | 437 | 539 | 546 | | |
| | Semi-Skilled/Unskilled Supervisory | 539 | 546 | 645 | 654 | | |
| | Skilled/Clerical | 645 | 654 | 752 | 762 | | |
| | Highly Skilled | 752 | 762 | 840 | 851 | | |

*Employees engaged in the employment of Sweeping and Cleaning excluding Activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993.

#Employees engaged in the employment of Loading and Unloading in (i) Goods Sheds, Parcel Offices of Railways; (ii) Other Goods Sheds, Godowns, Warehouses and other similar employments; (iii) Docks and Ports; and (iv) Passengers Goods and Cargo Carried out at Airports (Both International and Domestic).

^Employees engaged in the employment of construction or maintenance of Roads or Runways or in Building Operations including laying down Underground Electric, Wireless, Radio, Television, Telephone, Telegraph and Overseas Communication Cables and similar other Underground Cabling Work, Electric Lines, Water Supply Lines and Sewerage Pipe Lines.

\$Employees engaged in the employment of Gypsum Mines, Barytes Mines, Bauxite Mines, Manganese Mines, China Clay Mines, Kyanite Mines, Copper Mines, Clay Mines, Magnesite Mines, White Clay Mines, Stone Mines, Steatite Mines (including the mines producing Soap Stones and Talc), Ochre Mines, Asbestos Mines, Fire Clay Mines, Chromite Mines, Quartzite Mines, Quartz Mines, Silica Mines, Graphite Mines, Felspar Mines, Laterite Mines, Dolomite Mines, Red Oxide Mines, Wolfram Mines, Iron Ore Mines, Granite Mines, Rock Phosphate Mines, Hematite Mines, Marble and Calcite Mines, Uranium Mines, Mica Mines, Lignite Mines, Gravel Mines, Slate and Magnetite Mines.
