

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 890
TO BE ANSWERED ON 09.02.2023**

REVISION OF MINIMUM WAGES

890. SHRI R. GIRIRAJAN:

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

- (a) whether, considering the fact that the last revision was made more than 5 years ago in 2017 Government has any plans to revise the minimum wages for all sections of workers, across the country, the details thereof; and**
- (b) the formula used by Government to take into account the rising inflation while calculating the revision of wages, the details thereof?**

ANSWER

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

(a) & (b): Section 3(1) (b) of the Minimum Wages Act, 1948 mandates the Central Government and the State Governments to review the minimum rates of wages so fixed in the Scheduled employments in their respective jurisdiction at intervals not exceeding five years and revise the minimum rates, if necessary. The minimum rates of wages in the Scheduled employments in the Central sphere were revised in 2017. Further, in order to take care of the rising 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. V.D.A. was last revised w.e.f. 01.10.2021. The Central Government revises the basic rates of minimum wages and Variable Dearness Allowance thereon taking in to account the Consumer Price Index for Industrial Workers. A statement showing increase in the rates of wages since revision in 2017 on account of increasing V.D.A payable to the employees engaged in the scheduled employments in the Central Sphere is at Annexure.

The Government is not only committed to periodic review and revision of the minimum rates of wages but also to extend its coverage across employments and provide for floor wage. The provisions of the Minimum Wages Act, 1948, have been rationalized and amalgamated in the Code on Wages Act, 2019, as passed by the Parliament and notified on 08.08.2019. The Code on Wages, 2019, provides for universal minimum wage and floor wage across employments in organized and unorganized sector and the existing provision, under the Minimum Wages Act, 1948 to restrict applicability of minimum wages to Scheduled employments, has been dispensed with under the Code. The Code mandates the Central Government to fix floor wage applicable across the Central and the State sphere. The Code stipulates that the minimum rates of wages fixed by the appropriate Government shall not be less than the floor wage. The said provisions of the Code on Wages, 2019, have not come into force.

Annexure referred to in reply to part (a) & (b) of Rajya Sabha Unstarred Question no. 890 for 09.02.2023.

Statement showing increased rates of minimum wages on account of revision of VDA from 19.01.2017 to 01.10.2022

Scheduled Employment	Category of Workers	Rates of Wages including V.D.A per day (in Rs.)						
		Area A		Area B		Area C		
		19.01.2017	01.10.2022	19.01.2017	01.10.2022	19.01.2017	01.10.2022	
Agriculture	Unskilled	333	454	303	414	300	409	
	Semi-skilled/Unskilled Supervisory	364	495	335	456	307	419	
	Skilled/Clerical	395	539	364	495	334	455	
	Highly-skilled	438	596	407	554	364	495	
Sweeping and Cleaning+	Unskilled	523	711	437	595	350	477	
Watch and Ward	Without Arms (Upgraded to skilled with training)	637	866	579	788	494	671	
	With Arms(Upgraded to highly skilled for supervision)	693	940	637	866	579	788	
Loading & Unloading#	Unskilled	523	711	437	595	350	477	
Construction^	Unskilled	523	711	437	595	350	477	
	Semi-skilled/Unskilled Supervisory	579	788	494	671	410	557	
	Skilled/Clerical	637	866	579	788	494	671	
	Highly-skilled	693	940	637	866	579	788	
		19.01.2017			01.10.2022			
Workers engaged in Stone Mines for Stone Breaking and Stone Crushing	1.Excavation & removal of over burden with 50 meters lead/1.5 meters lift:*							
	(a) Soft Soil	351			481			
	(b) Soft Soil with Rock	531			722			
	(c) Rock	703			956			
	2. Removal and Staking of rejected stones with 50 metres lead/1.5metres lift*		283			386		
	3. Stone breaking or Stone Crushing for the stone size of category**							
	(a) 1.0 inch to 1.5 inches	2171			2938			
	(b) Above 1.5 Inches to 3.0 Inches	1857			2513			
	(c) Above 3.0 Inches to 5 Inches	1088			1475			
	(d) Above 5.0 Inches	893			1212			
Non - Coal Mines\$		Above Ground {Rates of Wages including V.D.A per day (in Rs.)}			Below Ground {Rates of Wages including V.D.A per day (in Rs.)}			
		19.01.2017		01.10.2022		19.01.2017		01.10.2022
	Unskilled	350		477		437		595
	Semi-skilled/Unskilled Supervisory	437		595		523		711
	Skilled/Clerical	523		711		610		829
	Highly-skilled	610		829		683		926

*Per 2.831 cubic meters or 100 cubic feet

** Per truck load of 5.662 cubic meters or 200 cubic feet

+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.

Classification of Area

AREA – “A”					
Ahmedabad	(UA)	Hyderabad	(UA)	Faridabad complex	
Bangaluru	(UA)	Kanpur	(UA)	Ghaziabad	
Kolkata	(UA)	Lucknow	(UA)	Gurgaon	
Delhi	(UA)	Chennai	(UA)	Noida	
Greater Mumbai	(UA)	Nagpur	(UA)	Secunderabad	
Navi Mumbai		Pune	(UA)		
AREA – “B”					
Agra	(UA)	Gwalior	(UA)	Port Blair	(UA)
Ajmer	(UA)	Hubli-Dharwad	(M. Corpn)	Puducherry	(UA)
Aligarh	(UA)	Indore	(UA)	Raipur	(UA)
Allahabad	(UA)	Jabalpur	(UA)	Raurkela	(UA)
Amravati	(M.Corpn)	Jaipur	(M.Corpn)	Rajkot	(UA)
Amritsar	(UA)	Jalandhar	(UA)	Ranchi	(UA)
Asansol	(UA)	Jalandhar-Cantt.	(UA)	Saharanpur	(M.Corpn)
Aurangabad	(UA)	Jammu	(UA)	Salem	(UA)
Bareilly	(UA)	Jamnagar	(UA)	Sangli	(UA)
Belgaum	(UA)	Jamshedpur	(UA)	Shillong	
Bhavnagar	(UA)	Jhansi	(UA)	Siliguri	(UA)
Bhiwandi	(UA)	Jodhpur	(UA)	Solapur	(M.Corpn)
Bhopal	(UA)	Kannur	(UA)	Srinagar	(UA)
Bhubaneshwar	(UA)	Kochi	(UA)	Surat	(UA)
Bikaner	(M.Corpn)	Kolhapur	(UA)	Thiruvananthapuram	(UA)
Bokaro Steel City	(UA)	Kollam	(UA)	Thrissur	(UA)
Chandigarh	(UA)	Kota	(M.Corpn)	Tiruchirappalli	(UA)
Coimbatore	(UA)	Kozhikode	(UA)	Tiruppur	(UA)
Cuttack	(UA)	Ludhiana	(M.Corpn)	Ujjain	(M.Corpn)
Dehradun	(UA)	Madurai	(UA)	Vadodara	(UA)
Dhanbad	(UA)	Malappuram	(UA)	Varanasi	(UA)
Durgapur	(UA)	Malegaon	(UA)	Vasai- Virar City	(M.Corpn)
Durg-Bhilai Nagar	(UA)	Mangalore	(UA)	Vijayawada	(UA)
Erode	(UA)	Meerut	(UA)	Vishakhapatnam	(M.Corpn)
Firozabad		Moradabad	(M. Corpn)	Warangal	(UA)
Goa		Mysore	(UA)	Gorakhpur	(UA)
NandedWaghala	(M. Corpn)	GreaterVisakhapatnam	(M.Corpn)	Nasik	(UA)
Gulbarga	(UA)	Nellore	(UA)	Guntur	(UA)
Panchkula	(UA)	Guwahati	(UA)	Patna	(UA)
Area ‘C’ will comprise all areas not mentioned in this list.					
NB: U.A. stands for Urban Agglomeration.					
