

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 1370
TO BE ANSWERED ON 31.07.2025**

DIGNIFIED LIVELIHOOD AND PROTECTION OF INFORMAL WORKERS

1370. SHRI SANJAY RAUT:

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

- (a) whether Government is aware that a large number of poor and unskilled citizens remain unemployed or underemployed despite their willingness to work and the steps being taken to provide them sustainable livelihoods;**
- (b) whether Government has reviewed minimum wage rates and whether these are adequate for a basic dignified life for workers across rural and urban India; and**
- (c) in light of the growing number of gig workers, contractual staff, and informal sector labourers, the measures being taken to reduce wage disparity and provide them social security, medical cover and job protection on par with formal employees?**

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SUSHRI SHOBHA KARANDLAJE)**

(a): The data on Employment and Unemployment is collected through Periodic Labour Force Survey (PLFS) which is conducted by the Ministry of Statistics and Programme Implementation (MoSPI) since 2017-18.

As per the latest available Annual PLFS reports, the estimated Unemployment Rate (UR) on usual status for persons of age 15 years and above has decreased from 6.0% in 2017-18 to 3.2% in 2023-24. The detailed information in this regard is available in the PLFS reports which may be seen at https://www.mospi.gov.in/download-reports?main_cat=ODU5&cat=All&sub_category=All.

Contd..2/-

Employment generation coupled with improving employability including of youth is a priority of the Government. Accordingly, Government is implementing various employment generation schemes/ programmes. These inter-alia include Prime Minister's Employment Generation Programme (PMEGP), Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS), Deendayal Antyodaya Yojana- National Rural Livelihoods Mission (DAY-NRLM), Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY), Rural Self Employment and Training Institutes (RSETIs), Deen Deendayal Antyodaya Yojana-National Urban Livelihoods Mission (DAY-NULM), PM Street Vendor's AtmaNirbhar Nidhi (PM SVANidhi), Pradhan Mantri Mudra Yojana (PMMY), etc. The details of various employment generation schemes/ programmes being implemented by the Government may be seen at https://dge.gov.in/dge/schemes_programmes.

Ministry of Skill Development and Entrepreneurship (MSDE) has been implementing its flagship scheme, Pradhan Mantri Kaushal Vikas Yojana (PMKVY), since 2015 to impart skill development training through Short-Term Training (STT) and up-skilling and re-skilling through Recognition of Prior Learning (RPL) to youth across the country with the aim to enhance the employability of youth by equipping them with industry relevant skills.

In addition, the Union Cabinet has approved the Employment Linked Incentive (ELI) Scheme to support employment generation, enhance employability and social security across all sectors, with special focus on the manufacturing sector.

Further, Ministry of Labour and Employment, Government of India, is running the National Career Service (NCS) Portal which is a one-stop solution for providing career related services including jobs from private and government sectors, information on online & offline job fairs, job search & matching, career counselling, vocational guidance, information on skill development courses, skill/training programmes etc. through a digital platform [www.ncs.gov.in].

(b): The Minimum Wages Act 1948, enacted by the Government of India empowers both the Central Government and the State Governments, as appropriate Government, to fix, review and revise the minimum wages of the employees employed in the Scheduled employments under their respective jurisdictions. Accordingly, the minimum rates of wages in the Scheduled employments in the Central sphere were revised by the Central Government in 2017.

Further, in order to take care of the rising prices, 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 of every year on the basis of Consumer Price Index for all scheduled employments in A, B and C areas. Latest V.D.A. as applicable from 01.04.2025 is at Annexure.

The minimum wage rates are determined and revised according to the specific needs and economic conditions of each region, which results in variations across different States and sectors.

(c): For the first time, the definition of ‘gig workers’ and ‘platform workers’ and provisions related to the same have been provided in the Code on Social Security, 2020 which has been enacted by the Parliament.

As per the Code, the gig worker has been defined as a person who performs work or participates in a work arrangement and earns from such activities outside of a traditional employer-employee relationship.

Recognizing the contribution of gig workers on online platforms, the Government in its Budget announcement made on 01.2.2025, proposed to register them on e-Shram portal, arrange for their identity cards and provide health care under Ayushman Bharat-Pradhan Mantri Jan Aarogya Yojana (AB- PMJAY) health scheme.

Further, the Ministry of Labour and Employment has also launched the eShram as “One-Stop-Solution” which entails integration of different Social Security/ Welfare schemes on a single portal. So far 13 Schemes including PMSBY, PMJJBY, Ayushman Bharat - Pradhan Mantri Jan Arogya Yojana (AB- PMJAY), Prime Minister Street Vendors Atma Nirbhar Nidhi (PM-SVANidhi), PMAY (Urban & Rural), NSAP – National Family Benefit Scheme (NFBS), Mahatma Gandhi National Rural Employment Guarantee Programme (MGNREGA), Pradhan Mantri Matsya Sampada Yojana (PMMSY) and Pradhan Mantri Kisan Samman Nidhi Scheme (PM Kisan) have been integrated with the portal.

The Government of India has also introduced a pension scheme for unorganised workers namely Pradhan Mantri Shram Yogi Maandhan (PM-SYM) to ensure old age protection for unorganised workers including gig and platform workers by providing a monthly pension of Rs. 3,000/- after attaining the age of 60 years. The scheme was launched in March, 2019.

Annexure referred to in reply to part (b) of Rajya Sabha Unstarred Question no. 1370 for 31.07.2025.

Area wise Rates of Minimum Wages for Scheduled Employments in the Central Sphere (as on 01.04.2025)

Sr. No.	Scheduled Employment	Category of Workers	Rates of Wages including V.D.A per day (in Rs.)		
			Area A	Area B	Area C
1.	Agriculture	Unskilled	514	470	465
		Semi-skilled/Unskilled Supervisory	562	516	475
		Skilled/Clerical	610	562	515
		Highly-skilled	675	628	562
2.	Sweeping and Cleaning +	Unskilled	805	674	541
3.	Watch and Ward	Without Arms (Upgraded to skilled with training)	981	893	760
		With Arms (Upgraded to highly skilled for supervision)	1065	981	893
4.	Loading & Unloading #	Unskilled	805	674	541
5.	Construction ^	Unskilled	805	674	541
		Semi-skilled/Unskilled Supervisory	893	760	632
		Skilled/Clerical	981	893	760
		Highly-skilled	1065	981	893
6.	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			545
		(b) Soft Soil with Rock			818
		(c) Rock			1083
		2. Removal and Staking of rejected stones with 50 metres lead/1.5metres lift*			438
		3. Stone breaking or Stone Crushing for the stone size of category**			
		(a) 1.0 inch to 1.5 inches			3323
		(b) Above 1.5 Inches to 3.0 Inches			2842
		(c) Above 3.0 Inches to 5 Inches			1669
		(d) Above 5.0 Inches			1372
7.	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.)}
		Unskilled	541		674
		Semi-skilled/Unskilled Supervisory	674		805
		Skilled/Clerical	805		938
		Highly-skilled	938		1048

*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.

(Contd/-)

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.					
