

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

**STARRED QUESTION NO. 489
TO BE ANSWERED ON 02.04.2018**

MINIMUM WAGES FOR WORKERS

***489. DR. PRABHAS KUMAR SINGH:**

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) the details of minimum wages being paid to the workers both in organized and unorganised sectors, State/UT-wise;**
- (b) whether the Government has fixed minimum wages for the workers of factories and companies;**
- (c) if so, the details thereof; and**
- (d) the steps taken/being taken by the Government to protect the workers from exploitation?**

ANSWER

**MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT
(SHRI SANTOSH KUMAR GANGWAR)**

(a) to (d): A Statement is laid on the Table of the House.

STATEMENT REFERRED TO IN REPLY TO PARTS (a) TO (d) OF THE LOK SABHA STARRED QUESTION NO. 489 FOR 02.04.2018 RAISED BY DR. PRABHAS KUMAR SINGH REGARDING MINIMUM WAGES FOR WORKERS.

- (a) Minimum wages fixed for Agricultural and Non- Agricultural sector under the Scheduled Employments of Central Sphere for unskilled labourers in Area 'C' w.e.f. 01.10.2017 including Variable Dearness Allowances are Rs. 308/- and Rs. 359/- per day respectively. However, a detailed statement indicating minimum rates of wages applicable in Central Sphere with effect from 01.10.2017 is given at Annexure-I. The range of minimum wages as per available information in this Ministry fixed by the various State Governments/UTs is given at Annexure II.**
- (b) & (c): Under the provisions of the Minimum Wages Act, 1948, both Central and State Governments are appropriate Governments to fix, review and revise the minimum wages of the workers employed in the scheduled employments under their respective jurisdictions. Rates fixed in the Central sphere are applicable to establishments under the authority of Central Government, railway administration, mines, oil-fields, major port or any corporation established by a Central Government. The Government has revised in the basic rate of minimum wages for all sectors in the central sphere on 19.01.2017.**
- (d): The Minimum Wages Act, 1948 is implemented by the Centre as well as the States in respect of their respective jurisdiction. In the Central Sphere, the enforcement is secured through the Inspecting Officers of the Chief Labour Commissioner (Central) commonly designated as Central Industrial Relations Machinery (CIRM), the compliance in the State sphere is ensured through the State Enforcement Machinery. They conduct regular inspections and in the event of detection of any case of non-payment or under-payment of minimum wages, they advise the employers to make payment of the shortfall of wages. In case of non-compliance, penal provisions against the defaulting employers are invoked.**

Annexure in reply to part (a) of Lok Sabha Starred Question No. 489 for 02.04.2018

Area-wise Rates of Minimum Wages for Scheduled Employments in the Central Sphere

As on 01.10.2017

Name of Scheduled Employment	Category of Worker	Rates of wages including V.D.A per day (in Rs.)		
		Area A	Area B	Area C
1. Agriculture	Unskilled	341.00	311.00	308.00
	Semi-Skilled/Unskilled Supervisory	373.00	343.00	315.00
	Skilled/Clerical	405.00	373.00	342.00
	Highly Skilled	449.00	417.00	373.00
2. 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	360.00		
	(b) Soft Soil with Rock	544.00		
	(c) Rock	720.00		
	2. Removal and Staking of rejected stones with 50 metres lead 1.5 metres lift		290.00	
	Stone breaking or Stone Crushing for the stone size			
	(a) 1.0 inch to 1.5 inches	2224.00		
	(b) Above 1.5 Inches to 3.0 Inches	1902.00		
	(c) Above 3.0 Inches to 5 Inches	1115.00		
	(d) Above 5.0 Inches	915.00		
3. Sweeping and Cleaning	Unskilled	536.00	448.00	359.00
4. Watch and Ward	Without Arms	653.00	593.00	506.00
	With Arms	710.00	653.00	593.00
5. Loading and Unloading	Unskilled	536.00	448.00	359.00
6. Construction	Unskilled	536.00	448.00	359.00
	Semi-Skilled/Unskilled Supervisory	593.00	506.00	420.00
	Skilled/Clerical	653.00	593.00	506.00
	Highly Skilled	710.00	653.00	593.00
7. Non-Coal Mines		Above Ground	Below Ground	
	Unskilled	359.00	448.00	
	Semi-Skilled/Unskilled Supervisory	448.00	536.00	
	Skilled/Clerical	536.00	625.00	
	Highly Skilled	625.00	700.00	

Name of Scheduled Employment	Nomenclature	
1. Agriculture	Agriculture	
2. Workers engaged in Stone Mines for Stone Breaking and Stone Crushing	Workers engaged in Stone Mines for Stone Breaking and Stone Crushing	
3. Sweeping and Cleaning	Employment of Sweeping and Cleaning excluding Activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993	
4. Watch and Ward	Employment of Watch and Ward	
5. Loading and Unloading	Employment in Loading and Unloading in (i) Goods Sheds, Parcel Offices of Railways; (ii) Other Goodssheds, Godowns, Warehouses etc. and; (iii) Docks and Ports	
6. Construction	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	
7. Non-Coal Mines	Employees engaged in the employment of Gypsum, Barytes, Bauxite, Manganese, China Clay, Kyanite, Copper, Clay, Magnesite, White Clay, Stone, Steatite (including the mines producing Soap Stones and Talc), Orchre, Asbestos, Fire Clay, Chromite, Quartzite, Quartz, Silica, Graphite, Felspar, Laterite, Dolomite, Red Oxide, Wolfram, Iron Ore, Granite, Rock Phosphate, Hematite, Marble and Calcite, Uranium, Mica, Lignite, Grave, 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.

Annexure in reply to part (a) of Lok Sabha Starred Question No. 489 for 02.04.2018

Category wise variation in Minimum Wages per day in All States as on 01.03.2018 (Provisional)

State/UT	Categories							
	Unskilled		Semi Skilled		Skilled		Highly Skilled	
	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
Central Sphere (as on 01.10.2017)	308.00	536.00	315.00	593.00	342.00	653.00	373.00	653.00
Andhra Pradesh (as on 31.03.2016)	69.27	-	-	-	-	-	-	895.83
Arunachal Pradesh (as on 01.01.2015)	150.00	170.00	160.00	180.00	170.00	190.00	-	-
Assam (as on 31.12.2017)	244.56	-	285.32	-	356.65	-	458.55	-
Bihar (as on 01.01.2015)	181.00	197.00	188.00	206.00	232.00	251.00	282.00	308.00
Chhattisgarh (as on 01.10.2017)	234.00	325.00	249.95	350.00	242.79	380.00	338.00	410.00
Goa (as on 30.11.2017)	307.00	465.00	321.00	465.00	386.00	465.00	418.00	465.00
Gujarat (as on 01.01.2015)	178.00	276.00	276.00	284.00	284.00	293.00	-	-
Haryana (as on 01.01.2017)	318.46	-	334.39	351.11	368.66	387.10	406.45	-
Himachal Pradesh (as on 01.04.2017)	184.87	210.00	199.12	227.00	228.37	254.17	242.40	314.50
Jammu & Kashmir (as on 01.11.2017)	225.00	-	350.00	-	400.00	-	-	-
Jharkhand (as on 01.04.2017)	229.90	-	240.85	-	317.49	-	366.75	-
Karnataka (as on 13.12.2017)	258.80	-	-	-	-	-	-	592.14
Kerala (as on 31.12.2016)	287	510	289.70	498.00	278.60	533	284.60	556.00
Madhya Pradesh (as on 01.10.2017)	200.00	274.00	266.00	360.00	312.00	408.00	355.00	410.00
Maharashtra (as on 01.01.2015)	180.00	315.49	-	-	-	-	-	-
Meghalaya (as on 01.04.2017)	189.00	-	201.00	-	212.00	-	235.00	-
Manipur (as on 01.01.2015)	122.10	122.10	129.97	129.97	132.60	132.60	-	-
Mizoram (as on 01.04.2016)	270.00	-	300.00	-	370.00	-	460.00	-
Nagaland (as on 15.06.2012)	115.00	-	125.00	-	135.00	-	145.00	-
Odisha (as on 01.03.2017)	200.00	-	220.00	-	240.00	-	260.00	-

Punjab (as on 01.10.2017)	293.62	293.62	323.62	323.62	358.12	358.12	397.82	397.82
Rajasthan (as on 01.01.2017)	207.00	-	217.00	-	227.00	-	277.00	-
Sikkim (as on 01.07.2017)	300.00	-	320.00	-	335.00	-	365.00	-
Tamil Nadu (as on 31.08.2017)	182.73	-	-	-	-	-	-	505.10
Tripura (as on 01.01.2015)	179.96	359.00	197.42	389.00	220.76	419.00	325.00	630.84
Uttarakhand (as on 01.01.2015)	200.00	272.12	231.54	291.54	235.31	310.96	249.23	356.35
Uttar Pradesh (as on 01.04.2017)	228.07	284.63	260.65	313.10	310.78	350.72	324.90	-
West Bengal (as on 01.01.2015)	211.00	278.00	232.00	306.00	255.00	337.00	370.00	-
A. & N. Islands (as on 01.01.2018)	437.00	-	494.00	-	579.00	-	637.00	-
Chandigarh (as on 01.10.2017)	350.00	-	356.00	359.00	367.00	376.00	391.00	-
D & N Haveli (as on 01.04.2016)	277.70	-	285.70	-	293.70	-	-	-
Daman & Diu (as on 01.04.2017)	287.50	-	295.50	-	303.50	-	-	-
Delhi (as on 01.04.2017)	522.00	-	575.00	-	633.00	-	-	-
Lakshadweep (as on 10.01.2017)	267.20	-	292.20	-	317.20	-	342.20	-
Puducherry (as on 01.01.2015)	55.00	255.00	-	-	-	-	-	-
Telangana (as on 01.04.2015)	69.27	-	-	-	-	-	-	380.48

* Rates for unskilled workers for Assam and West Bengal exclude Tea garden workers.
