

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

LOK SABHA

**UNSTARRED QUESTION NO. 2001
TO BE ANSWERED ON 30.07.2018**

MINIMUM WAGES

**2001. SHRI SANKAR PRASAD DATTA:
DR. KARAN SINGH YADAV:**

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

- (a) whether the Government proposes to increase minimum wages for different trades/occupations and if so, the details thereof;**
- (b) whether the Government has consulted the trade unions in this regard and if so, the details thereof along with the likely effect of the move on the labour force in the country;**
- (c) the details of last revision of minimum wages for the above categories along with rule or law under which this increase has been made;**
- (d) whether minimum wages are increased keeping in view economic recession or economic growth and if so, the details thereof; and**
- (e) the other steps taken/being taken by the Government for the welfare and betterment of labour force in the country?**

ANSWER

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

(a) to (d): The Central Government has notified the revision of minimum wages for the scheduled employments in the Central sphere on 19.01.2017. The increase in minimum wages for scheduled employment under the Central sphere w.e.f. 19.01.2017 is shown at Annexure I.

Contdd..2/-

The revision of Basic Minimum Wage in the Central Sphere is done in consultation with the Minimum Wages Advisory Board (MWAB) which is a tripartite body and includes trade unions.

The methodology of determining the minimum wage is based on the recommendations of 15th Indian Labour Conference and Jugdement of Hon'ble Supreme Court in the Reptakos & Co. Vs its Workers.

In order to protect the minimum wages against inflation, the Central Government mooted the idea of Variable Dearness Allowance (VDA) in terms of recommendation of the Labour Ministers' Conference held in 1988. Accordingly, in the Central sphere, Variable Dearness Allowance (VDA) is revised twice in a year effective from 1st April and 1st October every year on the basis of Consumer Price Index number. A statement showing minimum rates of wages under the Central Sphere w. e. f. 01.04.2018 is at Annexure II.

(e): The various labour welfare measures recently initiated towards betterment of labour force and decent working conditions for labour include minimum pension of Rs.1000/-per month to the pensioners under Employees' Pension Scheme (EPS), 1995, portability of provident fund account, National Career Service Portal, Employees State Insurance Corporation 2.0(Health Reforms of ESIC), Revision in eligibility and calculation ceiling under the Payment of Bonus Act, 1965 etc.

Annexure in reply to part (a) to (d) of LSUQ No. 2001 for 30.07.2018

Comparison showing old and Revised Basic Minimum Wages for various Categories under the Scheduled Employment

(Wages in Rs. per day)

w .e f. 19.01.2017

Scheduled Employment	Category of Workers	Area A		Area B		Area C	
		old	Revised	old	Revised	old	Revised
Agriculture	Unskilled	237	333	216	303	214	300
	Semi-skilled/Unskilled Supervisory	259	364	239	335	219	307
	Skilled/Clerical	281	395	259	364	238	334
	Highly-skilled	312	438	289	407	259	364
Sweeping and Cleaning	Unskilled	374	523	312	437	250	350
Watch and Ward	Without Arms (Upgraded to skilled with training)	414	637	353	579	293	494
	With Arms(Upgraded to highly skilled for supervision)	456	693	414	637	353	579
Loading & Unloading	Unskilled	374	523	312	437	250	350
Construction	Unskilled	374	523	312	437	250	350
	Semi-skilled/Unskilled Supervisory	414	579	353	494	293	410
	Skilled/Clerical	456	637	414	579	353	494
	Highly-skilled	495	693	456	637	414	579
		old		Revised			
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	252.00		351			
	(b) Soft Soil with Rock	380.00		531			
	(c) Rock	503.00		703			
	2. Removal and Staking of rejected stones with 50 metres lead/1.5 metres lift*	203.00		283			
	3. Stone breaking or Stone Crushing for the stone size of category**						
	(a) 1.0 inch to 1.5 inches	1553.00		2171			
	(b) Above 1.5 Inches to 3.0 Inches	1329.00		1857			
	(c) Above 3.0 Inches to 5 Inches	778.00		1088			
	(d) Above 5.0 Inches	639.00		893			
Non - Coal Mines		Above Ground		Below Ground			
		old	Revised	old	Revised		
	Unskilled	250	350	312	437		
	Semi-skilled/Unskilled Supervisory	312	437	374	523		
	Skilled/Clerical	374	523	436	610		
	Highly-skilled	436	610	495	683		

*Per 2.831 cubic meters or 100 cubic feet

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

Annexure in reply to part (a) to (d) of LSUQ No. 2001 for 30.07.2018
Area wise Rates of Minimum Wages for Scheduled Employments in the Central Sphere

As on 01.04.2018

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	352.00	321.00	318.00
	Semi-Skilled/Unskilled Supervisory	385.00	354.00	325.00
	Skilled/Clerical	418.00	385.00	353.00
	Highly Skilled	463.00	430.00	385.00
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	372.00		
	(b) Soft Soil with Rock	561.00		
	(c) Rock	743.00		
	2. Removal and Staking of rejected stones with 50 metres lead 1.5 metres lift	299.00		
	Stone breaking or Stone Crushing for the stone size			
	(a) 1.0 inch to 1.5 inches	2293.00		
	(b) Above 1.5 Inches to 3.0 Inches	1961.00		
	(c) Above 3.0 Inches to 5 Inches	1150.00		
	(d) Above 5.0 Inches	944.00		
3. Sweeping and Cleaning	Unskilled	553.00	462.00	370.00
4. Watch and Ward	Without Arms	673.00	612.00	522.00
	With Arms	732.00	673.00	612.00
5. Loading and Unloading	Unskilled	553.00	462.00	370.00
6. Construction	Unskilled	553.00	462.00	370.00
	Semi-Skilled/Unskilled Supervisory	612.00	522.00	433.00
	Skilled/Clerical	673.00	612.00	522.00
	Highly Skilled	732.00	673.00	612.00

7. Non-Coal Mines		Above Ground	Below Ground
	Unskilled	370.00	462.00
	Semi-Skilled/Unskilled Supervisory	462.00	553.00
	Skilled/Clerical	553.00	645.00
	Highly Skilled	645.00	722.00
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.					
