

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

**LOK SABHA  
UNSTARRED QUESTION NO. 1118  
TO BE ANSWERED ON 17.12.2018**

**MINIMUM WAGES**

**1118. SHRI DUSHYANT CHAUTALA:  
SHRI HARISHCHANDRA CHAVAN:  
SHRI RAHUL KASWAN:**

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

- (a) the State-wise and area-wise details of the minimum wages being paid to the labourers in both organized and unorganized sector especially in Rajasthan;**
- (b) whether the Government has fixed the minimum wages for the workers working in factories and companies and as daily wagers and if so, the details thereof;**
- (c) the steps taken/being taken by the Government to save all the workers of different categories from exploitation;**
- (d) whether there is any proposal with the Government for universal minimum wages for all industries and workers, including those getting monthly pay higher than Rs. 18,000 and if so, the details thereof; and**
- (e) whether the Government has also notified Wage Code Bill to set a minimum wage across all sectors in the country and if so, the details thereof?**

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

**(a): A statement indicating State-wise range of minimum wages as per available information in this Ministry fixed by the various State Governments/UTs is placed at Annexure-I and minimum rates of wages area-wise as applicable in Central Sphere with effect from 01.10.2018 is placed at Annexure-II.**

**Contd..2/-**

**(b): 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.**

**(c): 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.**

**(d): There is no such proposal with the Government for universal minimum wages for all industries and workers including those getting pay higher than Rs. 18,000 under the Minimum Wage Act, 1948.**

**(e): In this regard, the Labour Code on Wages Bill, 2017 introduced in Lok Sabha on 10.08.2017 has a provision for fixing “National Minimum Wage/Wages by notification, which may be different for different States or geographical areas. The minimum rates of wages fixed by the appropriate Government shall not be less than the ‘National Minimum Wage’. If the minimum rates of wages fixed by the appropriate Government earlier is more than the ‘national minimum wage’, then the appropriate Government shall not reduce such minimum rate of wage fixed by it earlier.**

**Annexure in reply to part (a) of Lok Sabha Unstarred Question No. 1118 for 17.12.2018 Category-wise variation in Minimum Wages per day in All States as on 01.11.2018 (Provisional)**

Sl. No.	State/UT	Categories							
		Unskilled		Semi Skilled		Skilled		Highly Skilled	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
	<b>Central Sphere</b>	321.00	558.00	328.00	617.00	356.00	679.00	389.00	738.00
1	Andhra Pradesh	69.27	-	-	-	-	-	-	895.83
2	Arunachal Pradesh	150.00	170.00	160.00	180.00	170.00	190.00	-	-
3	Assam	244.56	-	285.32	-	356.65	-	458.55	-
4	Bihar	181.00	197.00	188.00	206.00	232.00	251.00	282.00	308.00
5	Chhattisgarh	234.00	325.00	249.95	350.00	242.79	380.00	338.00	410.00
6	Goa	307.00	465.00	321.00	465.00	386.00	465.00	418.00	465.00
7	Gujarat	100.00	276.00	105.00	284.00	115.00	293.00	-	-
8	Haryana	326.82	-	343.17	360.32	378.34	397.26	417.12	-
9	Himachal Pradesh	184.87	210.00	199.12	227.00	228.37	254.17	242.40	314.50
10	Jammu & Kashmir	225.00	-	350.00	-	400.00	-	-	-
11	Jharkhand	229.90	-	240.85	-	317.49	-	366.75	-
12	Karnataka	262.40	-	-	-	-	-	-	607.32
13	Kerala	287	510	289.70	498.00	278.60	533	284.60	556.00
14	Madhya Pradesh	283.65	-	316.65	-	369.65	-	419.65	-
15	Maharashtra	180.00	315.49	-	-	-	-	-	-
16	Meghalaya	189.00	-	201.00	-	212.00	-	235.00	-
17	Manipur	273.00	-	248.00	-	225.00	-	-	-
18	Mizoram	270.00	-	300.00	-	370.00	-	460.00	-
19	Nagaland	115.00	-	125.00	-	135.00	-	145.00	-
20	Odisha	200.00	-	220.00	-	240.00	-	260.00	-
21	Punjab	311.12	-	341.12	-	375.62	-	415.32	-
22	Rajasthan	207.00	-	217.00	-	227.00	-	277.00	-
23	Sikkim	300.00	-	320.00	-	335.00	-	365.00	-
24	Tamil Nadu	182.73	-	-	-	-	-	-	505.10
25	Tripura	179.96	359.00	197.42	389.00	220.76	419.00	325.00	630.84
26	Uttarakhand	200.00	272.12	231.54	291.54	235.31	310.96	249.23	356.35
27	Uttar Pradesh	228.07	284.63	260.65	313.10	310.78	350.72	324.90	-
28	West Bengal	211.00	278.00	232.00	306.00	255.00	337.00	370.00	-
29	A. & N. Islands	437.00	-	494.00	-	579.00	-	637.00	-
30	Chandigarh	350.00	-	356.00	359.00	367.00	376.00	391.00	-
31	D & N Haveli	277.70	-	285.70	-	293.70	-	-	-
32	Daman & Diu	287.50	-	295.50	-	303.50	-	-	-
33	Delhi	538.00	-	592.00	-	652.00	-	-	-
34	Lakshadweep	314.80	-	339.80	-	364.80	-	389.80	-
35	Puducherry	55.00	255.00	-	-	-	-	-	-
36	Telangana	69.27	-	-	-	-	-	-	413.63

\* Rates for unskilled workers for Assam and West Bengal exclude Tea Garden Workers

**Annexure in reply to part (a) of Lok Sabha Unstarred Question No. 1118 for 17.12.2018**

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

**As on 01.10.2018**

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	355.00	324.00	321.00
	Semi-Skilled/Unskilled Supervisory	389.00	357.00	328.00
	Skilled/Clerical	422.00	389.00	356.00
	Highly Skilled	467.00	434.00	389.00
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	376.00		
	(b) Soft Soil with Rock	566.00		
	(c) Rock	750.00		
	2. Removal and Staking of rejected stones with 50 metres lead 1.5 metres lift	302.00		
	Stone breaking or Stone Crushing for the stone size			
	(a) 1.0 inch to 1.5 inches	2312.00		
	(b) Above 1.5 Inches to 3.0 Inches	1977.00		
	(c) Above 3.0 Inches to 5 Inches	1160.00		
	(d) Above 5.0 Inches	952.00		
3. Sweeping and Cleaning	Unskilled	558.00	466.00	373.00
4. Watch and Ward	Without Arms	679.00	617.00	527.00
	With Arms	738.00	679.00	617.00
5. Loading and Unloading	Unskilled	558.00	466.00	373.00
6. Construction	Unskilled	558.00	466.00	373.00
	Semi-Skilled/Unskilled Supervisory	617.00	527.00	437.00
	Skilled/Clerical	679.00	617.00	527.00
	Highly Skilled	738.00	679.00	617.00
7. Non-Coal Mines		Above Ground	Below Ground	
	Unskilled	373.00	466.00	
	Semi-Skilled/Unskilled Supervisory	466.00	558.00	
	Skilled/Clerical	558.00	651.00	
	Highly Skilled	651.00	728.00	
Name of Scheduled Employment	Nomenclature			
1. Agriculture	Agriculture			

<b>2. Workers engaged in Stone Mines for Stone Breaking and Stone Crushing</b>	Workers engaged in Stone Mines for Stone Breaking and Stone Crushing
<b>3. Sweeping and Cleaning</b>	Employment of Sweeping and Cleaning excluding Activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993
<b>4. Watch and Ward</b>	Employment of Watch and Ward
<b>5. Loading and Unloading</b>	Employment in Loading and Unloading in (i) Goods Sheds, Parcel Offices of Railways; (ii) Other Goodssheds, Godowns, Warehouses etc. and; (iii) Docks and Ports
<b>6. Construction</b>	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
<b>7. Non-Coal Mines</b>	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.

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