

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

**LOK SABHA**

**UNSTARRED QUESTION NO. 1508  
TO BE ANSWERED ON 01.07.2019**

**EQUAL RATE OF WAGES**

**†1508. SHRIMATI RAMA DEVI:  
SHRIMATI DARSHANA VIKRAM JARDOSH:  
SHRI GIRIDHARI YADAV:**

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

- (a) whether the Union Government faces any impediments in implementing equal rate of wages in every State and if so, the details thereof;**
- (b) the steps so far taken by the Government to remove these impediments;**
- (c) the outcome of the said steps;**
- (d) whether the Government is planning to increase the wage structure as since last few years the cost of living has increased sharply and if so, the details thereof; and**
- (e) the action taken by the Government to improve lifestyle of labourers by increase of wages and health facilities?**

**ANSWER**

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

**(a) to (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. Employments other than the scheduled employments for central Sphere come under the purview of State Government and accordingly State Government wages are applicable in such employments.**

**Contd..2/-**

**Office of Chief Labour Commissioner (C) carries out regular inspections under Equal Remuneration Act to ensure equal rate of wages for work of same and similar nature. The details of the inspections conducted by organization of Chief Labour Commissioner(C) in the establishments of Central Sphere under the Equal Remuneration Act, 1976 for the years 2015-16 to 2018-19 (upto March, 2019) is enclosed as Annexure- 'A'.**

**(d) & (e): 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.**

**The ESI Corporation is also running over 156 Hospitals, 1500 Dispensaries and also having tie up with 1500 Hospitals all over India to take care of the health facilities of Insured Persons. Moreover, 20 new Hospitals are also under construction to take care of the health of Insured Persons. The rate of the ESI contribution under ESI Scheme has been reduced from 6.5% to 4%. The employee share of contribution has been reduced from 1.75% of the wages to 0.75% of the wages. Notification No. GSR 423 (E) dated 13.06.2019 has been published in the Gazette of India by the Government, which shall be effective from 01.07.2019.**

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**ANNEXURE 'A'**

**Annexure referred in part (a) to (c) of Lok Sabha Unstarred Question No. 1508 for 01.07.2019**

**Equal Remuneration Act. 1976**

<b>Sl. No.</b>	<b>Particulars</b>	<b>2015- 16</b>	<b>2016-17</b>	<b>2017-18</b>	<b>2018-19 (Upto March,2019)</b>
1.	No. of inspections Conducted	2340	4117	4386	3462
2.	No. of irregularities detected	1846	5253	3513	2933
3.	No. irregularities Rectified	1502	2607	2172	1344
4.	No. of Prosecutions Launched	178	301	408	209
5.	No. of Convictions	472	317	516	129

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