

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

**UNSTARRED QUESTION NO. 3012
TO BE ANSWERED ON 20.03.2023**

UNIFORMITY OF MINIMUM WAGES

**3012. SHRI DULAL CHANDRA GOSWAMI:
SHRI ARUN KUMAR SAGAR:
SHRI RAMESH CHANDER KAUSHIK:**

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

- (a) whether the Government has to undertake research for improvised understanding of living wages to reach a theoretical estimate of living wage and if so, the details thereof;**
- (b) whether the Government is planning to shift from “minimum wage” to “living wage” and if so, the details of measures planned for the same along with number of people to be benefitted therefrom;**
- (c) whether the Government has an estimate of the number of beneficiaries by such a shift and if so, the details thereof;**
- (d) whether the Government has any norms for fixing minimum wages in the country, if so, the details thereof, if not, the reasons for difference in minimum wages in various States of the country;**
- (e) whether the Government has any scheme to bring uniformity in the minimum wages in the country and if so, the details thereof; and**
- (f) whether the Government is taking any steps to amend the Minimum Wages Act to make annual increments and different allowances payable, if so, the details thereof?**

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SHRI RAMESWAR TELI)**

(a) to (c): Provision of minimum wages under the Minimum Wages Act, 1948 provides for cost of living allowance as a component of minimum wages. Accordingly, the Central Government revises the cost of living allowance called as Variable Dearness Allowance (V.D.A) on basic rates of minimum wages under the Minimum Wages Act, 1948, every six months effective from 1st April and 1st October every year on the basis of Consumer Price Index for Industrial workers to protect the minimum wages against inflation.

Contd..2/-

Recently the provisions of the Minimum Wages Act, 1948, have been rationalized and subsumed under the Code on Wages, 2019 and the components of minimum wages stipulated therein also provide for cost of living allowance. Further, the Code makes minimum wages universally applicable across employments and thus moves ahead from restrictive applicability of minimum wages limited to scheduled employments as provided for under the Minimum Wages Act, 1948.

(d) & (e): As per Section 4 of the Minimum Wages Act, 1948, the minimum rate of wages may consist of:

(i) a basic rate of wages and a special allowance at a rate to be adjusted, at such intervals and in such manner as the appropriate Government may direct, to accord as nearly as practicable with the variation in the cost of living index number applicable to such workers (hereinafter referred to as the “cost of living allowance”); or

(ii) a basic rate of wages with or without the cost of living allowance and the cash value of the concessions in respect of supplies of essential commodities at concessional rates, where so authorised; or

(iii) an all-inclusive rate allowing for the basic rate, the cost of living allowance and the cash value of the concessions, if any.

As the Central Government and the State Governments are appropriate Governments to fix, review and revise the minimum rates of wages in scheduled employments in their respective jurisdictions in terms of section 4 the Act, the minimum rates of wages vary from one jurisdiction to another.

(f): The Variable Dearness Allowance (VDA) on basic rates of minimum wages is revised every six months in the Central sphere and it was last revised w.e.f. 01.10.2022. A statement showing increase in the rates of wages on account of increasing V.D.A payable to the employees engaged in the scheduled employments in the Central Sphere is at Annexure.

ANNEXURE REFERRED TO IN REPLY TO PART (f) OF LOK SABHA UN-STARRED QUESTION No. 3012 FOR 20.03.2023

Statement showing increased rates of minimum wages on account of revision of VDA from 19.01.2017 to 01.10.2022

Scheduled Employment	Category of Workers	Rates of Wages including V.D.A per day (in Rs.)					
		Area A		Area B		Area C	
		19.01.2017	01.10.2022	19.01.2017	01.10.2022	19.01.2017	01.10.2022
Agriculture	Unskilled	333	454	303	414	300	409
	Semi-skilled/Unskilled	364	495	335	456	307	419
	Supervisory						
	Skilled/Clerical	395	539	364	495	334	455
	Highly-skilled	438	596	407	554	364	495
Sweeping and Cleaning+	Unskilled	523	711	437	595	350	477
Watch and Ward	Without Arms (Upgraded to skilled with training)	637	866	579	788	494	671
	With Arms (Upgraded to highly skilled for supervision)	693	940	637	866	579	788
Loading & Unloading#	Unskilled	523	711	437	595	350	477
Construction[^]	Unskilled	523	711	437	595	350	477
	Semi-skilled/Unskilled	579	788	494	671	410	557
	Supervisory						
	Skilled/Clerical	637	866	579	788	494	671
	Highly-skilled	693	940	637	866	579	788
		19.01.2017			01.10.2022		
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	351		481			
	(b) Soft Soil with Rock	531		722			
	(c) Rock	703		956			
	2. Removal and Staking of rejected stones with 50 metres	283		386			

	lead/1.5metres lift*				
	3. Stone breaking or Stone Crushing for the stone size of category**				
	(a) 1.0 inch to 1.5 inches	2171		2938	
	(b) Above 1.5 Inches to 3.0 Inches	1857		2513	
	(c) Above 3.0 Inches to 5 Inches	1088		1475	
	(d) Above 5.0 Inches	893		1212	
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.)}	
		19.01.2017	01.10.2022	19.01.2017	01.10.2022
	Unskilled	350	477	437	595
	Semi-skilled/Unskilled Supervisory	437	595	523	711
	Skilled/Clerical	523	711	610	829
	Highly-skilled	610	829	683	926

*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	
elhi	(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.					
