

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

**LOK SABHA**

**UNSTARRED QUESTION NO. 1256  
TO BE ANSWERED ON 25.11.2019**

**MINIMUM WAGES IN THE TEXTILE SECTOR**

**1256. MS. RAMYA HARIDAS:**

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

- (a) whether the Government is aware of the report by the International Labour Organisation (ILO) that over half the garment sector in India pays less than legal minimum wage;**
- (b) whether there is any policy by the Government to ensure that statutory minimum wage in the textile sector is reviewed regularly in line with the cost of living, provide adequate income for a decent living standard for workers without the need for excessive overtime hours, if so, the details thereof;**
- (c) whether the Government controls the attempt of manufacturers to devalue the female labour by paying them lesser wages in garment sector; and**
- (d) if so, the details thereof and if not, the reasons therefor?**

**ANSWER**

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

**(a): Government of India has received no formal communication from International Labour Organisation (ILO) in this regard. Although, ILO's Research Note on Asia- Pacific Garment and Footwear Sector available on Internet mentions the said trend.**

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**(b): Under the Minimum Wages Act, 1948 (the Act) both the Central and the State Governments are “Appropriate Governments” for fixation/revision of minimum rates of wages for the scheduled employments at an interval not exceeding five years. There are 45 scheduled employments in the Central sphere while in the State sphere the number (cumulative) of such employments is 1709. Textile Sector establishment comes under the purview of State Government. 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. So far, the Central Government and 27 State Governments/ Union Territory Administrations have adopted VDA as a component of minimum wage. In Central sphere, minimum wage is updated twice a year by adding the component of VDA.**

**(c) & (d): Under the Minimum Wages Act, 1948, Textile sector establishment comes under the purview of State Government. The minimum wages fixed by the Appropriate Government are equally payable both to male and female workers and the Act does not discriminate on the basis of gender.**

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