

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

**UNSTARRED QUESTION NO. 211
TO BE ANSWERED ON 18.11.2019**

MINIMUM WAGES

**211. SHRI VENKATESH NETHA BORLAKUNTA:
SHRI N. REDDEPPA:**

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

- (a) the details of the minimum wages fixed for skilled, semi-skilled and unskilled workers in the country, State-wise;**
- (b) whether there is a demand for uniform system for fixing wage rates for the workers engaged in the unorganised sector in the country and if so, the details thereof and action taken so far?**

ANSWER

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

(a): 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 employment under their respective jurisdictions. A copy of current rate of minimum wages w.e.f. 01.10.2019 for Central Sphere is at Annexure 'A' and category wise variation in Minimum wages per day in States/UTs is at Annexure 'B'.

(b): Considering suggestions received from various stakeholders in tripartite consultations, a draft Labour Code on Wages Bill, 2019, had been prepared after amalgamation, simplification and rationalization of the relevant provisions of the Minimum Wages Act, 1948; the Payment of Wages Act, 1936; the Payment of Bonus Act, 1965; and the Equal Remuneration Act, 1976. Now, the Code on Wages, 2019 has been notified on 08-08-2019 under which the preliminary draft rules have been uploaded on the web-site on 01-11-2019 seeking comments of all stakeholders including general public regarding various provisions of the Act.

The Code on Wages, 2019 will ensure minimum wages to all and timely payment of wages to all employees irrespective of the sector of employment without any wage ceiling.

ANNEXURE REFERRED TO IN REPLY TO PART (a) OF LOK SABHA UN-STARRED QUESTION NO. 211 FOR 18.11.2019 BY SHRI VENKATESH NETHA BORLAKUNTA AND SHRI N. REDDEPPA REGARDING MINIMUM WAGES.

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

As on 01.10.2019

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	383.00	350.00	347.00
	Semi-Skilled/Unskilled Supervisory	420.00	385.00	354.00
	Skilled/Clerical	455.00	420.00	384.00
	Highly Skilled	504.00	469.00	420.00
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	406.00		
	(b) Soft Soil with Rock	611.00		
	(c) Rock	809.00		
	2. Removal and Staking of rejected stones with 50 metres lead 1.5 metres lift			
	326.00			
	Stone breaking or Stone Crushing for the stone size			
	(a) 1.0 inch to 1.5 inches	2494.00		
	(b) Above 1.5 Inches to 3.0 Inches	2133.00		
	(c) Above 3.0 Inches to 5 Inches	1252.00		
(d) Above 5.0 Inches	1027.00			
3. Sweeping and Cleaning	Unskilled	603.00	503.00	403.00
4. Watch and Ward	Without Arms	733.00	666.00	569.00
	With Arms	797.00	733.00	666.00
5. Loading and Unloading	Unskilled	603.00	503.00	403.00
6. Construction	Unskilled	603.00	503.00	403.00
	Semi-Skilled/Unskilled Supervisory	666.00	569.00	472.00
	Skilled/Clerical	733.00	666.00	569.00
	Highly Skilled	797.00	733.00	666.00
7. Non-Coal Mines		Above Ground	Below Ground	
	Unskilled	403.00	503.00	
	Semi-Skilled/Unskilled Supervisory	503.00	603.00	
	Skilled/Clerical	603.00	703.00	
	Highly Skilled	703.00	785.00	
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 Goodsheds, 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.

ANNEXURE REFERRED TO IN REPLY TO PART (a) OF LOK SABHA UN-STARRED QUESTION NO. 211 FOR 18.11.2019 BY SHRI VENKATESH NETHA BORLAKUNTA AND SHRI N. REDDEPPA REGARDING MINIMUM WAGES.

Category wise variation in Minimum Wages per day in All States/UTs as Data provided by States/UTs Government provisional)

Sl. No.	State/UT	Categories							
		Unskilled		Semi Skilled		Skilled		Highly Skilled	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	Andhra Pradesh	161.00	424.00	179.00	447.00	182.00	507.00	182.00	611.00
2	Arunachal Pradesh	150.00	170.00	160.00	180.00	170.00	190.00	-	-
3	Assam	254.91	-	297.40	-	371.75	-	-	477.98
4	Bihar	268.00	-	279.00	-	340.00	-	-	415.00
5	Chhattisgarh	234.00	325.00	249.95	350.00	242.79	380.00	338.00	410.00
6	Goa	307.00	-	367.00	-	423.00	-	465.00	-
7	Gujarat	268.00	276.00	276.00	284.00	284.00	293.00	-	-
8	Haryana	339.51	-	359.46	374.31	393.03	412.88	433.31	-
9	Himachal Pradesh	225.00	225.00	233.47	242.00	261.52	269.17	282.50	329.50
10	Jammu & Kashmir	225.00	-	350.00	-	400.00	-	-	-
11	Jharkhand	249.83	-	261.73	-	345.01	-	398.54	-
12	Karnataka	262.40	-	-	-	-	-	-	607.32
13	Kerala	317.30	542.40	322.30	522.30	340.14	557.30	352.14	580.30
14	Madhya Pradesh	296.00	-	329.00	-	382.00	-	432.00	-
15	Maharashtra	180.00	315.49	-	-	-	-	-	-
16	Meghalaya	300.00	-	340.00	-	380.00	-	420.00	-
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	280.00	-	320.00	-	370.00	-	430.00	-
21	Punjab	325.53	-	355.53	-	390.03	-	429.73	-
22	Rajasthan	213.00	-	223.00	-	233.00	-	283.00	-
23	Sikkim	300.00	-	320.00	-	335.00	-	365.00	-
24	Tamil Nadu	244.45	654.73	248.95	731.73	265.00	808.73	332.61	832.50
25	Tripura	176.00	346.00	214.00	375.00	226.00	403.00	343.00	669.00
26	Uttarakhand	310.00	346.00	315.00	353.00	320.00	397.00	336.00	429.00
27	Uttar Pradesh		318.42		350.26		392.35	-	
28	West Bengal	276.00	315.00	304.00	346.00	334.00	381.00	367.00	419.00
29	A. & N. Islands	451.00	-	508.00	-	593.00	-	651.00	-
30	Chandigarh	386.00	-	392.00	-	412.00	-	428.00	-
31	D & N Haveli	294.10	-	302.10	-	310.10	-	-	-
32	Daman & Diu	294.10	-	302.10	-	310.10	-	-	-
33	Delhi	538.00	-	592.00	-	652.00	-	-	-
34	Lakshadweep	314.80	-	339.80	-	364.80	-	389.80	-
35	Puducherry	206.00	336.00	216.00	346.00	209.00	352.00	233.00	359.00
36	Telangana	174.62	395.06	192.81	452.75	195.97	517.57	198.47	641.87

*Data presented as received from States/UTs Govt. as on date 01.10.2019.
