

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

LOK SABHA

**UNSTARRED QUESTION NO. 43
TO BE ANSWERED ON 14.09.2020**

MINIMUM WAGES OF WORKERS

†43. SHRI VIJAY KUMAR:

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

- (a) whether the Government has modified the minimum wages of the workers engaged in unorganised and agriculture sector;**
- (b) if so, the details thereof;**
- (c) whether presently there exists any system to ensure that minimum wages fixed by the Government are paid to the labourers/workers;**
- (d) if so, the details thereof;**
- (e) whether any complaints have been received regarding the lapses in the payment of minimum wages; and**
- (f) if so, the details of the action taken by the Government in this regard?**

ANSWER

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

(a) & (b): The Ministry of Labour & Employment has revised minimum rates of wages for employees engaged in Scheduled employment in the Central Sphere vide its Notification dated 19th January, 2017. A statement showing comparison of Old and Revised Basic Minimum Wages for various Categories under the Scheduled Employment is at Annexure 'A'.

Contd..2/-

In addition to the above, Variable Dearness Allowance (V.D.A) is revised every six months on the basis of Consumer Price Index. V.D.A. was last revised w.e.f. 01.04.2020. A statement showing Minimum rates of wages in the Central Sphere is at Annexure 'B'.

(c) & (d): Under Minimum Wages Act, 1948, the enforcement is secured at two levels. 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) and the compliance in the State Sphere is ensured through the State Enforcement Machinery. The designated inspecting officers conduct regular inspections and in the event of detection of any case of non-payment or underpayment of minimum wages, they direct the employers to make payment of the shortfall of wages. In case of non-compliance, penal provisions prescribed under Section 22 of the Minimum Wages Act are taken recourse to.

(e) & (f): Complaints of payment of less than minimum wages are received by office of Chief Labour Commissioner and their field offices from time to time and are redressed by inspections and filling of claims before the concerned authority as specified under the Minimum Wages Act, 1948. The details are enclosed as Annexure 'C'.

Annexure – A

Annexure in reply to part (a) & (b) of Lok Sabha Un-Starred Question No. 43 for 14.09.2020

Comparison showing Old and Revised Basic Minimum Wages for various Categories under the Scheduled Employment

(Wages in Rs. per day) w .e f. 19.01.2017

Scheduled Employment	Category of Workers	Area A		Area B		Area C	
		Old	Revised	Old	Revised	Old	Revised
Agriculture	Unskilled	237	333	216	303	214	300
	Semi-skilled/Unskilled Supervisory	259	364	239	335	219	307
	Skilled/Clerical	281	395	259	364	238	334
	Highly-skilled	312	438	289	407	259	364
Sweeping and Cleaning	Unskilled	374	523	312	437	250	350
Watch and Ward	Without Arms (Upgraded to skilled with training)	414	637	353	579	293	494
	With Arms(Upgraded to highly skilled for supervision)	456	693	414	637	353	579
Loading & Unloading	Unskilled	374	523	312	437	250	350
Construction	Unskilled	374	523	312	437	250	350
	Semi-skilled/Unskilled Supervisory	414	579	353	494	293	410
	Skilled/Clerical	456	637	414	579	353	494
	Highly-skilled	495	693	456	637	414	579
		old		Revised			
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		252.00		351		
	(b) Soft Soil with Rock		380.00		531		
	(c) Rock		503.00		703		
	2. Removal and Staking of rejected stones with 50 metres lead/1.5metres lift*		203.00		283		
	3. Stone breaking or Stone Crushing for the stone size of category**						
	(a) 1.0 inch to 1.5 inches		1553.00		2171		
	(b) Above 1.5 Inches to 3.0 Inches		1329.00		1857		
	(c) Above 3.0 Inches to 5 Inches		778.00		1088		
	(d) Above 5.0 Inches		639.00		893		
Non - Coal Mines			Above Ground		Below Ground		
			Old	Revised	Old	Revised	
	Unskilled		250	350	312	437	
	Semi-skilled/Unskilled Supervisory		312	437	374	523	
	Skilled/Clerical		374	523	436	610	
Highly-skilled		436	610	495	683		

*Per 2.831 cubic meters or 100 cubic feet

** Per truck load of 5.662 cubic meters or 200 cubic feet

Annexure in reply to part (a) & (b) of Lok Sabha Un-Starred Question No. 43 for 14.09.2020

Area wise Rates of Minimum Wages for Scheduled Employments in the Central Sphere as on 01.04.2020

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	400	365	362
	Semi-Skilled/Unskilled Supervisory	438	402	369
	Skilled/Clerical	475	438	401
	Highly Skilled	526	489	438
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	424		
	(b) Soft Soil with Rock	637		
	(c) Rock	844		
	2. Removal and Staking of rejected stones with 50 metres lead 1.5 metres lift		340	
	Stone breaking or Stone Crushing for the stone size			
	(a) 1.0 inch to 1.5 inches	2600		
	(b) Above 1.5 Inches to 3.0 Inches	2224		
	(c) Above 3.0 Inches to 5 Inches	1305		
	(d) Above 5.0 Inches	1071		
3. Sweeping and Cleaning	Unskilled	629	525	420
4. Watch and Ward	Without Arms	764	695	593
	With Arms	831	764	695
5. Loading and Unloading	Unskilled	629	525	420
6. Construction	Unskilled	629	525	420
	Semi-Skilled/Unskilled Supervisory	695	593	492
	Skilled/Clerical	764	695	593
	Highly Skilled	831	764	695
7. Non-Coal Mines		Above Ground	Below Ground	
	Unskilled	420	525	
	Semi-Skilled/Unskilled Supervisory	525	629	
	Skilled/Clerical	629	733	
	Highly Skilled	733	819	
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 in reply to part (e) & (f) of Lok Sabha Un-Starred Question No. 43 for 14.09.2020**Minimum Wages Act, 1948**

S. No.	Particulars	2016-17	2017-18	2018-19	2019-20 (upto December, 2019)
1	No. of Inspections Conducted	9151	9187	8327	5827
2	No. of Irregularities detected	61689	77399	61489	47881
3	No. Irregularities Rectified	53255	39620	34465	17561
4	No. of Prosecutions Launched	2321	1651	2081	1302
5	No. of Convictions	1951	2205	651	353
