

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

LOK SABHA

**UNSTARRED QUESTION NO. 2302
TO BE ANSWERED ON 13.12.2021**

MINIMUM WAGES OF LABOURERS

**2302. SHRI M. BADRUDDIN AJMAL:
SHRI SANJAY KAKA PATIL:**

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

- (a) the current minimum wages fixed by Government for labourers engaged in agriculture sector and the time when it was hiked last time recently including the amount thereof;**
- (b) whether the Government has received complaints from labourers or it has come to the notice of this Ministry that people are not getting minimum wages in several States, if so, the details thereof;**
- (c) the steps taken by the Government to address such problems during the last three years;**
- (d) whether the Government proposes to make new Policy for Minimum wages for Unorganised labourers in all Sectors; if so, the details thereof; and**
- (e) the amount of minimum wages structured for unorganised and unskilled labourers in private sector?**

ANSWER

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

(a): Under the provisions of the Minimum Wages Act, 1948, both the Central and the State Governments are appropriate Governments to fix, review and revise the minimum wages of the employees employed in the Scheduled employments including agriculture under their respective jurisdictions. The Central Government and the State Governments are mandated under section 3(1) (b) of the Act to revise the Minimum Rates of Wages payable to the employees engaged in the Scheduled employments including agriculture in their respective jurisdictions at intervals not exceeding five years. Accordingly, the minimum rates of wages in the Scheduled employments in the Central sphere were last revised by the Central Government in 2017. The details of periodic revision of minimum rates of wages in the Scheduled employments in the State sphere are not centrally maintained.

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Besides, the revision of minimum rates of wages every five years, the Central Government, in order to take care of the rising prices, revises the Variable Dearness Allowance (V.D.A) on basic rates of minimum wages every six months effective from 1st April and 1st October every year on the basis of Consumer Price Index for Industrial workers. V.D.A. was last revised w.e.f. 01.10.2021. 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 including agriculture in the Central Sphere is at Annexure-I.

(b) & (c): Enforcement of the provisions of the Minimum Wages Act, 1948, including payment of the minimum wages, is a continuous process done by the authorities statutorily appointed for the purpose by the appropriate Governments, i.e. the Central Government and the State Governments, in their respective jurisdiction. The enforcement in the Central sphere is secured through the inspecting officers of the Chief Labour Commissioner (Central) commonly designated as Central Industrial Relations Machinery (CIRM) and in the State Sphere 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 under-payment 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 Act are taken recourse to.

The details in regard to enforcement of the minimum wages in the Scheduled employments in the Central Sphere are furnished at Annexure-II. Details of enforcement of the provisions of the Minimum Wages Act, 1948, in the State sphere are not centrally maintained.

(d) & (e): The provisions of the Minimum Wages Act, 1948, have been rationalized and amalgamated in the Code on Wages Act, 2019, passed by the Parliament and notified on 08.08.2019. The Code on Wages, 2019, provides for universal minimum wage and floor wage across employments in organized and unorganized sector. Besides the minimum rates of wages to be fixed/revised by the Central Government and the State Governments in their respective jurisdiction, the Code mandates the Central Government to fix floor wage applicable across the Central and the State sphere. Section 9 of the Code lays down that the minimum rates of wages fixed by the appropriate Government under section 6 shall not be less than the floor wage. The said provisions of the Code on Wages, 2019, have not come into force.

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Annexure-I

Annexure referred to in reply to part (a) of Lok Sabha Unstarred Question No. 2302 for 13.12.2021.

Statement showing increased rates of minimum wages on account of revision in VDA from 01.04.2021 to 01.10.2021.

Name of Scheduled Employment	Category of Worker	Rates of wages including V.D.A per day (in Rs.)					
		Area-A		Area-B		Area-C	
		As on 01.04.2021	As on 01.10.2021	As on 01.04.2021	As on 01.10.2021	As on 01.04.2021	As on 01.10.2021
1. Agriculture	Unskilled	411	417	375	380	372	377
	Semi-Skilled/Unskilled Supervisory	449	455	413	419	379	384
	Skilled/Clerical	488	495	449	455	412	418
	Highly Skilled	540	547	502	509	449	455
2. Stone Mines	1. Excavation & removal of over burden with 50 meters lead/1.5 meters lift (Per 2.831 cubic meters/100 cubic feet):						
		As on 01.04.2021			As on 01.10.2021		
	(a) Soft Soil	435			441		
	(b) Soft Soil with Rock	654			663		
	(c) Rock	866			878		
	2. Removal and Staking of rejected stones with 50 meters lead 1.5 meters lift (Per 2.831 cubic meters/100 cubic feet):	349			354		
	3. Stone breaking or Stone Crushing for the stone size (Per truck load of 5.662 cubic meters/200 cubic feet):						
	(a) 1.0 inch to 1.5 inches	2666			2701		
	(b) Above 1.5 Inches to 3.0 Inches	2280			2310		
	(c) Above 3.0 Inches to 5 Inches	1338			1356		
	(d) Above 5.0 Inches	1099			1114		
			Area-A		Area-B		Area-C
		As on 01.04.2021	As on 01.10.2021	As on 01.04.2021	As on 01.10.2021	As on 01.04.2021	As on 01.10.2021
3. Sweeping and Cleaning*	Unskilled	645	654	539	546	431	437
4. Watch and Ward	Without Arms	784	795	714	724	609	617
	With Arms	853	864	784	795	714	724

5. Loading and Unloading#	Unskilled	645	654	539	546	431	437
6. Construction ^	Unskilled	645	654	539	546	431	437
	Semi-Skilled/Unskilled Supervisory	714	724	609	617	505	512
	Skilled/Clerical	784	795	714	724	609	617
	Highly Skilled	853	864	784	795	714	724
7. Non-Coal Mines\$		Above Ground			Below Ground		
		As on 01.04.2021	As on 01.10.2021	As on 01.04.2021	As on 01.10.2021		
	Unskilled	431	437	539	546		
	Semi-Skilled/Unskilled Supervisory	539	546	645	654		
	Skilled/Clerical	645	654	752	762		
	Highly Skilled	752	762	840	851		

*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.

Annexure-II

Annexure referred to in reply to part (b) & (c) of Lok Sabha Unstarred Question No. 2302 for 13.12.2021.

Details of Inspections, Prosecutions and Convictions done under the Minimum Wages Act, 1948

Year	No. of inspections conducted	No. of Irregularities detected	No. of Irregularities rectified	No. of Prosecutions Launched	No. of Convictions
2019-20	7,709	60,528	23,473	1,633	413
2020-21	2,876	21,053	7,919	559	225
2021-22 (up to Oct. 21)	1,044	7,787	2,516	75	55

CLAIM CASES UNDER MINIMUM WAGES ACT, 1948

YEAR	CLAIMS FILED UNDER MINIMUM WAGES ACT, 1948			
	FILED	DECIDED	AWARDED (Rs.)	No. of benefited workers
2019-20	5,882	1,857	20,94,37,906	15,130
2020-21	6,449	1,982	15,34,71,184	4,479
2021-22 (Up to Oct, 21)	1,222	646	14,32,09,555	2,258
