

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

LOK SABHA

**UNSTARRED QUESTION NO. 5166
TO BE ANSWERED ON 04.04.2022**

PER CAPITA INCOME OF WORKERS

5166. SHRI SUBBARAYAN K.:

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

- (a) whether the Government proposes to work on strategies to enhance per capita income by more wages for workers through higher skills and enhancing minimum wages, besides improving the social security net;**
- (b) if so, the details of the steps taken by the Government keeping in mind that this calls for a concerted calibrated approach through collaborative efforts of Government, industry and workers' unions; and**
- (c) if not, the reasons therefor?**

ANSWER

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

(a) to (c): The Minimum Wages Act, 1948, provides for minimum wages to workers in scheduled employments and increase in the rates of wages from time to time. Under the provisions of the Act, the Central Government and the State Governments, as appropriate Government, fix, periodically review and revise the minimum wages of the employees employed in the Scheduled employments including agriculture in their respective jurisdiction. Accordingly, the minimum rates of wages in the scheduled employments in the Central sphere were last revised by the Central Government in 2017. Further, in order to take care of the rising prices, the Central Government revises the Variable Dearness Allowance (V.D.A) on basic rates of minimum wages every six months effective from 1st April and 1st October of every year on the

Contd..2/-

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 minimum wages on account of periodic increase in minimum rates of wage and V.D.A thereon in the Central Sphere is at Annexure-I. The details of periodic revision of minimum rates of wages in the Scheduled employments in the State sphere are not centrally maintained.

On account of the constant endeavor of the Central Government to extend the coverage of minimum wages to all sets of workers, the provisions of the Minimum Wages Act, 1948, have been rationalized and amalgamated in the Code on Wages Act, 2019, as passed by the Parliament and notified on 08.08.2019. The Code on Wages, 2019, provides for universal minimum wage across employments in organized and unorganized sector. Further, section 6(6) of the Code, inter alia, provides that for the purpose of fixation of minimum rate of wages the appropriate government shall take into account the skill of workers required for working under the categories of unskilled, skilled, semi-skilled and highly skilled.

The Government is committed to provide social security to unorganised sector workers by formulating suitable welfare schemes on matters relating to (i) life and disability cover, (ii) health and maternity benefits, (iii) old age protection and (iv) any other benefit as may be determined by the Central Government. In this direction, Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY) and Pradhan Mantri Suraksha Bima Yojana (PMSBY) provide for life and disability cover at the annual premium of Rs. 342/- (Rs. 330/- for PMJJBY + Rs.12/- for PMSBY) through banks. The benefits under the schemes are Rs.4.0 lakh on death due to accident, Rs. 2.0 lakh on death due to any cause. Rs. 2.0 lakh on permanent disability and Rs. 1.0 lakh on partial disability. Ayushman Bharat Scheme is a universal health scheme to take care of the health and maternity benefits of workers. In order to provide old age protection to unorganised sector workers, the Government of India has launched a flagship scheme namely Pradhan Mantri Shram Yogi Mandhan Yojana (PM-SYM) in March 2019, which is a voluntary and contributory pension scheme. The workers in the age group of 18-40 years whose monthly income is Rs.15000/-or less and not a member of EPFO/ESIC/NPS can join the scheme. Under the scheme, 50% monthly contribution is payable by

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the beneficiary and equal matching contribution is paid by the Central Government. Under the scheme, beneficiaries are provided monthly minimum assured pension of Rs.3000/- after attaining the age of 60 years. Enrolment to the Scheme is done through the Common Service Centres, with its network of 3.50 lakh Centres across the country. In addition eligible persons can also self-enroll through visiting the portal.

Apart from above, under Skill India Mission, Ministry of Skill Development and Entrepreneurship is implementing its flagship scheme Pradhan Mantri Kaushal Vikas Yojana (PMKVY) for skill based training of the youth across the country under Short Term Training (STT) courses and Recognition of Prior Learning (RPL). Under PMKVY, STT is linked to placement, while RPL does not mandate placements as it recognizes the existing skills of candidate. Presently, the third phase of PMKVY i.e. PMKVY 3.0 is being implemented.

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Annexure

Annexure referred to in reply to parts (a) to (c) of the lok sabha unstarred question no. 5166 for answer on 04.04.2022.

Statement showing increased rates of minimum wages on account of revision of VDA from 19.01.2017 to 01.10.2021.

Scheduled Employment	Category of Workers	Area A		Area B		Area C		
		19.01.2017	01.10.2021	19.01.2017	01.10.2021	19.01.2017	01.10.2021	
Agriculture	Unskilled	333	417	303	380	300	377	
	Semi-skilled/Unskilled Supervisory	364	455	335	419	307	384	
	Skilled/Clerical	395	495	364	455	334	418	
	Highly-skilled	438	547	407	509	364	455	
Sweeping and Cleaning	Unskilled	523	654	437	546	350	437	
Watch and Ward	Without Arms (Upgraded to skilled with training)	637	795	579	724	494	617	
	With Arms(Upgraded to highly skilled for supervision)	693	864	637	795	579	724	
Loading & Unloading	Unskilled	523	654	437	546	350	437	
Construction	Unskilled	523	654	437	546	350	437	
	Semi-skilled/Unskilled Supervisory	579	724	494	617	410	512	
	Skilled/Clerical	637	795	579	724	494	617	
	Highly-skilled	693	864	637	795	579	724	
		19.01.2017			01.10.2021			
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		441		441		
	(b) Soft Soil with Rock	531		663		663		
	(c) Rock	703		878		878		
	2. Removal and Staking of rejected stones with 50 metres lead/1.5metres lift*							
			283		354		354	
	3. Stone breaking or Stone Crushing for the stone size of category**							
	(a) 1.0 inch to 1.5 inches	2171		2701		2701		
	(b) Above 1.5 Inches to 3.0 Inches	1857		2310		2310		
	(c) Above 3.0 Inches to 5 Inches	1088		1356		1356		
(d) Above 5.0 Inches	893		1114		1114			
Non - Coal Mines	Above Ground			Below Ground				
		19.01.2017	01.10.2021	19.01.2017	01.10.2021			
	Unskilled	350	437	437	546			
	Semi-skilled/Unskilled Supervisory	437	546	523	654			
	Skilled/Clerical	523	654	610	762			
	Highly-skilled	610	762	683	851			

*Per 2.831 cubic meters or 100 cubic feet

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

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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)	Greater Visakhapatnam	(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.
