

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

**LOK SABHA  
STARRED QUESTION NO. 106  
TO BE ANSWERED ON 07.12.2015**

**AMENDMENT TO MINIMUM WAGES ACT**

**\*106. SHRIMATI P.K. SREEMATHI TEACHER:  
SHRI YOGI ADITYA NATH:**

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

- (a) whether minimum wages fixed for skilled, semi-skilled and unskilled workers under the Minimum Wages Act, 1948 varies amongst States and if so, the details thereof;**
- (b) the minimum wages fixed for each State/UT along with the reasons for differential wages on gender basis and also between urban and rural women;**
- (c) whether the Government proposes to amend the said Act and formulate a uniform wage policy for the entire country and if so, the details and salient features thereof and the time by which the said Act is likely to be amended and if not, the reasons therefor;**
- (d) whether the Government has received feedback from the State Governments and other stakeholders in this regard; and**
- (e) if so, the details thereof along with the reaction of the Government thereto?**

**ANSWER**

**MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT  
(SHRI BANDARU DATTATREYA)**

**(a) to (e): A statement is laid on the Table of the House.**

**\*\***

**\*\*\*\*\***

**STATEMENT REFERRED TO IN REPLY TO PARTS (a) TO (e) OF THE LOK SABHA STARRED QUESTION NO. 106 FOR 07.12.2015 BY SHRIMATI P. K. SREEMATHI TEACHER AND SHRI YOGI ADITYA NATH REGARDING "AMENDMENT TO MINIMUM WAGES ACT".**

(a) & (b): 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. As regards minimum wages in States, there is disparity due to variations in socio-economic and agro-climatic conditions, income, prices of essential commodities, paying capacity, productivity and local conditions. However, as per the available information, a statement showing the range of rates of minimum wages in all the States/Union Territories is at Annexure.

Further, the Act does not discriminate on the basis of gender and the female workers are entitled to same wages and other facilities as fixed by the Central Government for the workers engaged in the scheduled employments. No separate wages are fixed for urban and rural areas.

(c) to (e): As a step towards moving for a uniform wage structure, as recommended by the National Commission on Rural Labour and to reduce the disparity in minimum wages across the country, the concept of National Floor Level Minimum Wage (NFLMW) was mooted by the Government in 1996 on a voluntary basis. It is revised from time to time taking into account the increase in the Consumer Price Index Number. NFLMW has been revised recently to Rs.160/- per day with effect from 01.07.2015.

Amendment to Labour Laws is an ongoing process and such amendments are made through tripartite consultations and taking the views of stakeholders including the State Governments into consideration. Government has initiated step towards amalgamation, simplification and rationalization of Labour Laws into Labour Codes. The Labour Code on Wages amalgamates the Minimum Wages Act, 1948, the Payment of Wages Act, 1936, the Equal Remuneration Act, 1976 and the Payment of Bonus Act, 1965.

**Annexure in reply to part (a) & (b) of Lok Sabha Starred Question No. 106 for 07.12.2015  
Category wise Range of Minimum Rates of Wages in All States as on 01.12.2015**

Sl. No.	State/UT	Categories							
		Unskilled		Semi Skilled		Skilled		Highly Skilled	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	Andhra Pradesh	69.27	-	-	-	-	-	-	858.83
2	Arunachal Pradesh	150.00	170.00	160.00	180.00	170.00	190.00	-	-
3	Assam	177.84	177.84	205.20	205.20	284.55	284.55	-	-
4	Bihar	181.00	197.00	188.00	206.00	232.00	251.00	282.00	308.00
5	Chhattisgarh	157.00	242.00	201.00	247.00	210.00	256.00	236.00	266.00
6	Goa	215.00	216.00	223.00	229.00	227.00	232.00	235.00	292.00
7	Gujarat	150.00	276.00	276.00	284.00	284.00	293.00	-	-
8	Haryana	226.40	226.40	231.40	236.40	241.40	246.40	251.40	251.40
9	Himachal Pradesh	170.00	185.55	180.17	187.00	206.52	214.00	227.12	274.50
10	Jammu & Kashmir*	150.00	150.00	175.00	175.00	225.00	225.00	-	-
11	Jharkhand	210.00	225.00	220.00	240.00	290.00	335.00	259.31	360.00
12	Karnataka	198.23	-	-	-	-	-	-	343.58
13	Kerala	275.46	548.70	-	-	-	-	-	-
14	Madhya Pradesh	187.00	253.00	248.00	339.00	294.00	387.00	337.00	389.00
15	Maharashtra	180.00	315.49					-	-
16	Meghalaya	170.00	170.00	181.00	181.00	191.00	191.00	212.00	212.00
17	Manipur	122.10	122.10	129.97	129.97	132.60	132.60	-	-
18	Mizoram	220.00	220.00	250.00	250.00	310.00	380.00	-	-
19	Nagaland	115.00	115.00	125.00	125.00	135.00	135.00	145.00	145.00
20	Odisha	200.00	200.00	220.00	220.00	240.00	240.00	260.00	260.00
21	Punjab	267.13	277.13	297.13	297.13	331.63	331.63	371.33	371.33
22	Rajasthan	166.00	166.00	176.00	176.00	186.00	186.00	236.00	236.00
23	Sikkim	220.00	220.00	242.00	242.00	275.00	275.00	319.00	319.00
24	Tamil Nadu	146.00	431.86	-	-	-	-	-	-
25	Tripura	142.46	346.15	162.81	375.00	184.96	403.85	280.00	405.42
26	Uttarakhand	200.00	272.12	231.54	291.54	235.31	310.96	249.23	356.35
27	Uttar Pradesh	161.00	262.11	240.24	288.32	282.07	322.96	299.19	299.19
28	West Bengal	171.00	268.00	172.00	295.00	175.00	324.50	181.00	357.00
29	A. & N. Islands	274.00	285.00	286.00	294.00	338.00	363.00	363.00	384.00
30	Chandigarh	306.19	306.19	311.96	316.00	323.15	332.15	348.00	348.00
31	D & N Haveli	220.80	220.80	227.30	227.30	233.80	233.80	-	-
32	Daman & Diu	268.20	268.20	276.20	276.20	284.20	284.20	-	-
33	Delhi	316.00	353.00	349.00	390.00	384.00	429.00	-	-
34	Lakshadweep	255.20	255.20	280.50	280.20	305.20	305.20	335.20	335.20
35	Puducherry	55.00	255.00	-	-	-	-	-	-
36	Telangana	69.27	363.26						

\* Data is yet to be received. Figures indicate rates of wages as on 31.12.2013

The minimum wages shown for unskilled category for the state of Assam, & W.B. don't include the rates for Tea plantation. However, the rate of Tea Plantation in Tamil Nadu & Kerala are higher than the minimum for unskilled category.

\*\*\*\*\*