

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

**LOK SABHA
UNSTARRED QUESTION NO. 1292
TO BE ANSWERED ON 07.12.2015**

CHANGES UNDER BONUS ACT

1292. SHRI KESINENI NANI: SHRI CHAND NATH: SHRI SUNIL KUMAR SINGH:

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

- (a) whether the Government proposes to amend the existing Bonus Act and if so, the details of changes/proposal to be effected in the said Act;**
- (b) whether the Government is considering to virtually doubling bonus payments to employees and making gratuity portable between jobs;**
- (c) whether the Government is also considering to raise the eligibility limit of monthly wages under the payment of bonus act;**
- (d) if so, the details thereof along with the time by which the same is likely to be introduced and implemented; and**
- (e) the details of minimum wages in India compared to the other countries and also the wage difference between skilled and unskilled labourers in the country?**

ANSWER

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

(a) to (d): Yes, Madam. There is a proposal to increase the eligibility limit and calculation ceiling under the Payment of Bonus Act, 1965.

(e): The minimum wage in the country may not be comparable to those of developed countries owing to differences in exchange rates, purchasing power parity of local currencies, etc. Also 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 enclosed.

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**Annexure in reply to part (e) of Lok Sabha Unstarred Question No. 1292 for 07.12.2015
Category wise Range of Minimum Rates of Wages in All States as on 01.12.2015**

S.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 *	150.00	532.50	-	-	-	-	-	-
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.

