

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA  
UNSTARRED QUESTION NO. 201  
TO BE ANSWERED ON 25.04.2016  
DISPARITY IN WAGES**

**201. SHRI C. MAHENDRAN:**

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

- (a) the details of minimum wages fixed for the agriculture and non-agricultural workers in the country, State/UT-wise;**
- (b) whether the gap between per-worker earning in agriculture and non-agricultural sector has considerably widened recently and if so, the details thereof along with the corrective action taken by the Government in this regard;**
- (c) whether the Government proposes to introduce a uniform system for fixing wage rates for the workers engaged in agriculture and non-agricultural sector throughout the country to remove the said disparity and if so, the details thereof; and**
- (d) whether a large number of workers engaged in low productivity activities in the unorganised sectors are facing severe challenges and if so, the details thereof and the remedial steps taken/being taken by the Government in this regard?**

**ANSWER**

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

**(a):** The rates of minimum wages fixed for agriculture and non-agricultural workers in the Central Sphere is at Annexure I. The range of minimum wages in the State Sphere is at Annexure II.

**(b) to (d):** There is a wide regional disparity in minimum wages due to variations in socio-economic and agro-climatic conditions, income, prices of essential commodities, paying capacity, productivity and local conditions. However, 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) has already been 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 w. e. f 01.07.2015.

The State Governments are regularly advised to fix and revise minimum wages in scheduled employments not below National Floor Level Minimum Wage.

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## Annexure in reply to part (a) of Lok Sabha Unstarred Question No. 201 for 25.04.2016

## Area wise Rates of Minimum Wages for Scheduled Employments in the Central Sphere

As on 01.04.2016

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	234.00	213.00	211.00
	Semi-Skilled/Unskilled Supervisory	256.00	236.00	216.00
	Skilled/Clerical	278.00	256.00	235.00
	Highly Skilled	308.00	286.00	256.00
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	247.00		
	(b) Soft Soil with Rock	373.00		
	(c) Rock	494.00		
	2. Removal and Staking of rejected stones with 50 metres lead 1.5 metres lift		199.00	
	Stone breaking or Stone Crushing for the stone size			
	(a) 1.0 inch to 1.5 inches	1528.00		
	(b) Above 1.5 Inches to 3.0 Inches	1307.00		
	(c) Above 3.0 Inches to 5 Inches	765.00		
(d) Above 5.0 Inches	628.00			
3. Sweeping and Cleaning	Unskilled	368.00	307.00	246.00
4. Watch and Ward	Without Arms	407.00	347.00	288.00
	With Arms	448.00	407.00	347.00
5. Loading and Unloading	Unskilled	368.00	307.00	246.00
6. Construction	Unskilled	368.00	307.00	246.00
	Semi-Skilled/Unskilled Supervisory	407.00	347.00	288.00
	Skilled/Clerical	448.00	407.00	347.00
	Highly Skilled	487.00	448.00	407.00
7. Non-Coal Mines		<b>Above Ground</b>	<b>Below Ground</b>	
	Unskilled	246.00	307.00	
	Semi-Skilled/Unskilled Supervisory	307.00	368.00	
	Skilled/Clerical	368.00	429.00	
	Highly Skilled	429.00	487.00	
<b>Name of Scheduled Employment</b>	<b>Nomenclature</b>			
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 Goods sheds, Godowns, Warehouses etc. and; (iii) Docks and Ports			

<b>6. Construction</b>	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
<b>7. Non-Coal Mines</b>	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

<b>AREA - "A"</b>					
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					
<b>AREA - "B"</b>					
Agra	(UA)	Jodhpur		Jabalpur	(UA)
Ajmer		Kochi	(UA)	Jaipur	(UA)
Aligarh		Kolhapur	(UA)	Jalandhar	(UA)
Allahabad	(UA)	Kozhikode	(UA)	Jamshedpur	(UA)
Amravati		Kota		Puducherry	(UA)
Aurangabad	(UA)	Ludhiana		Jalandhar-cantt.	
Bareilly	(UA)	Madurai	(UA)	Dhanbad	(UA)
Bhavnagar		Meerut	(UA)	Dehradun	(UA)
Bikaner		Moradabad	(UA)	Durg-Bhilai Nagar	(UA)
Bhopal		Mysore	(UA)	Jammu	(UA)
Bhubaneshwar		Nasik	(UA)	Jamnagar	(UA)
Amritsar	(UA)	Pune	(UA)	Vijayawada	(UA)
Chandigarh	(UA)	Patna	(UA)	Vishakhapatnam	(UA)
Coimbatore	(UA)	Raipur	(UA)	Warangal	
Cuttack	(UA)	Rajkot		Mangalore	(UA)
Durgapur		Ranchi	(UA)	Salem	(UA)
Gorakhpur		Sholapur		Tiruppur	(UA)
Guwahati City		Srinagar	(UA)	Tiruchirappalli	(UA)
Guntur		Surat	(UA)	Asansol	(UA)
Gwalior	(UA)	Thiruvananthapuram	(UA)	Belgaum	(UA)
Indore	(UA)	Vadodara	(UA)	Bhiwandi	(UA)
Hubli-Dharwad		Varanasi	(UA)		
<b>Area 'C'</b> will comprise all areas not mentioned in this list.					
<b>NB:</b> U.A. stands for Urban Agglomeration.					

## Annexure in reply to part (a) of Lok Sabha Unstarred Question No. 201 for 25.04.2016

## Category wise Range of Minimum Rates of Wages in All States as on 01.04.2016

Sl. No.	State/UT	Categories							
		Unskilled		Semi Skilled		Skilled		Highly Skilled	
		Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
	<b>Central Sphere</b>	204.00	294.00	209.00	353.00	227.00	411.00	247.00	467.00
1	Andhra Pradesh	69.27	-	-	-	-	-	-	858.83
2	Arunachal Pradesh	150.00	170.00	160.00	180.00	170.00	190.00	-	-
3	Assam	240.00	-	280.00	-	350.00	-	450.00	-
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	211.00	278.00	232.00	306.00	255.00	337.00	370.00	-
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 in respect of Jammu & Kashmir. Rates for unskilled workers for Assam and West Bengal exclude Tea garden workers.

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