

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

LOK SABHA

**STARRED QUESTION NO. 102
TO BE ANSWERED ON 25.07.2016**

MINIMUM WAGES

***102. SHRI MOHITE PATIL VIJAYSINH SHANKARRAO:
SHRI M.B. RAJESH:**

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

- (a) whether the Government proposes to increase minimum wages for different trades/occupations and if so, the details thereof;**
- (b) whether the Government has consulted the trade unions in this regard and if so, the details thereof;**
- (c) the likely effect of the move on the labour force in the country;**
- (d) the details of last revision of minimum wages for the above categories; and**
- (e) the other steps taken/being taken by the Government for the welfare and betterment of labour force in the country?**

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. 102 FOR 25.07.2016 BY SHRI MOHITE PATIL VIJAYSINH SHANKARRAO AND SHRI M.B. RAJESH REGARDING "MINIMUM WAGES".

(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 for different categories of workers employed in the scheduled employment under their respective jurisdictions. The Central Government is the appropriate Government in respect of 45 scheduled employments in the Central Sphere.

The revision of Basic Minimum Wage in the Central Sphere is done in consultation with the Minimum Wages Advisory Board (MWAB) which is a tripartite body comprising of members each from the (i) Employers' Group, (ii) Trade Unions and (iii) Independent members. The last meeting of MWAB was held on 26.05.2016 where suggestions were received for review of the minimum wages in the scheduled employment.

(c): The upward revision of the minimum wage would facilitate the labour force to cope up with the changes in the cost of living.

(d): The statement showing the details of last revision of basic minimum wages for the scheduled employments under Central Sphere is given at Annexure I.

However, to check price escalation, the idea of Variable Dearness Allowance (VDA) was mooted. Accordingly, in the Central sphere, the minimum rates of wages are revised by adding VDA effective from 1st April and 1st October every year. The rates of minimum wages for scheduled employments in the Central Sphere w. e. f. 01.04.2016 is at Annexure II.

(e): Over the last two years, the Ministry has initiated many labour welfare measures like minimum pension of Rs.1000/-per month to the pensioners under Employees' Pension Scheme (EPS), 1995, portability of provident fund account, National Career Service portal, Employees State Insurance Corporation 2.0, Revision in eligibility and calculation ceiling under the Payment of Bonus Act, 1965 etc.

Annexure in reply to part (d) of Lok Sabha Starred Question No. 102 for 25.07.2016.

Basic Minimum Wage (Rs.)

Scheduled Employment	Category of Workers	Area A	Area B	Area C
Agriculture (20.10.2005)	Unskilled	114	104	102
	Semi-skilled/Unskilled Supervisory	125	116	107
	Skilled/Clerical	137	125	115
	Highly-skilled	153	141	125
Sweeping and Cleaning (07.08.2008)	Unskilled	180	150	120
Watch and Ward (18.09.2012)	Without Arms (Upgraded to skilled with training)	200	170	140
	With Arms(Upgraded to highly skilled for supervision)	220	200	170
Loading & Unloading (20.05.2009)	Unskilled	180	150	120
Construction (20.05.2009)	Unskilled	180	150	120
	Semi-skilled/Unskilled Supervisory	200	170	140
	Skilled/Clerical	220	200	170
	Highly-skilled	240	220	200
Workers engaged in Stone Mines for Stone Breaking and Stone Crushing (03.06.2006)	1.Excavation & removal of over burden with 50 meters lead/1.5 meters lift:			
	(a) Soft Soil	103.53		
	(b) Soft Soil with Rock	157.78		
	(c) Rock	208.09		
	2. Removal and Staking of rejected stones with 50 metres lead/1.5 metres lift			
	Stone breaking or Stone Crushing for the stone size			
	(a) 1.0 inch to 1.5 inches	646.44		
	(b) Above 1.5 Inches to 3.0 Inches	552.12		
	(c) Above 3.0 Inches to 5 Inches	322.69		
	(d) Above 5.0 Inches	264.47		
Non - Coal Mines (20.05.2009)		Above Ground	Below Ground	
	Unskilled	120	150	
	Semi-skilled/Unskilled Supervisory	150	180	
	Skilled/Clerical	180	210	
	Highly-skilled	210	240	

Annexure in reply to part (d) of Lok Sabha Starred Question No.102 for 25.07.2016

**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		Above Ground	Below Ground	
	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	
Name of Scheduled Employment	Nomenclature			
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
6. Construction	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
7. Non-Coal Mines	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, Gneiss, Slate and Magnetite Mines

CLASSIFICATION OF AREA

AREA – “A”					
Ahmadabad	(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					
AREA – “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)		
Area ‘C’ will comprise all areas not mentioned in this list.					
NB: U.A. stands for Urban Agglomeration.					

