

1	2	3	4	5	6
12.	Jharkhand	33.3	29.4	37.0	28.4
13.	Karnataka	49.7	38.2	45.0	37.6
14.	Kerala	38.3	36.3	38.2	36.3
15.	Madhya Pradesh	42.6	32.6	40.5	32.5
16.	Maharashtra	48.8	38.0	48.6	36.5
17.	Manipur	36.1	31.5	38.9	32.2
18.	Meghalaya	48.0	33.3	45.9	34.0
19.	Mizoram	50.6	40.3	49.6	36.7
20.	Nagaland	41.1	29.3	41.0	28.7
21.	Odisha	41.0	35.0	41.7	38.1
22.	Punjab	39.1	36.5	40.6	36.8
23.	Rajasthan	43.6	32.3	42.4	32.6
24.	Sikkim	44.2	39.8	53.4	45.2
25.	Tamil Nadu	50.1	38.3	48.5	39.2
26.	Tripura	39.0	32.7	40.2	31.9
27.	Uttarakhand	43.1	33.6	38.1	30.5
28.	Uttar Pradesh	34.4	30.0	33.8	31.7
29.	West Bengal	39.2	37.0	39.0	40.0
30.	A & N Islands	40.4	39.2	43.2	39.9
31.	Chandigarh	30.1	35.2	34.9	35.4
32.	Dadra and Nagar Haveli	31.1	33.9	32.5	36.7
33.	Daman and Diu	41.6	34.4	42.5	35.5
34.	Lakshadweep	45.6	37.8	32.2	34.7
35.	Puducherry	48.1	38.1	36.3	35.0
	ALL INDIA	40.8	35.0	39.9	35.5

Source: NSSO Reports 2009-10 and 2011-12.

Wages of workers in unorganised sector

1373. SHRI DILIP KUMAR TIRKEY: Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) whether Government is aware of the fact that in some reliable independent studies it has been found that present wages of the workers in unorganized sector are inadequate and below the average of developing countries;

- (b) whether Government has conducted any such assessment on its own part; and
(c) if so, the details thereof?

THE MINISTER OF STATE OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI BANDARU DATTATREYA): (a) to (c) No, Sir. However, the minimum wages in the country are derived considering factors like prices of essential commodities, paying capacity, productivity, local conditions, etc. and hence may not be comparable to those of other developing countries. The Minimum Wages Act, 1948 was enacted primarily to safeguard the interest of the workers engaged in unorganized sector who are vulnerable to exploitation due to illiteracy and lack of bargaining power. The wages are fixed by the Appropriate Government. The Minimum Wages Advisory Board generally advises the Appropriate Government on revision of minimum wages based on an assessment.

Concessions to start-ups from labour laws

1374. SHRI D. RAJA: Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) whether it is a fact that the start-ups are allowed some concessions with regard to compliance with nine labour laws for three years; and
(b) if so, the details thereof?

THE MINISTER OF STATE OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI BANDARU DATTATREYA): (a) and (b) In order to promote the start-up ecosystem in the country and incentivizing the entrepreneurs in setting up new start-up ventures and thus catalyze the creation of employment opportunities through them, Ministry of Labour and Employment has issued an advisory to the States/UTs/Central Labour Enforcement Agencies for a compliance regime based on self-certification and regulating the inspections under various Labour Laws.

It has been suggested that if such start-ups furnish self-declaration for compliance of nine labour laws for the first year from the date of starting the start-up, no inspection under these labour laws, wherever applicable, will take place. The nine labour laws, included in this advisory are:

- the Industrial Disputes Act, 1947;
- the Trade Unions Act, 1926;
- the Building and Other Constructions Workers' (Regulation of Employment and Conditions of Service) Act, 1996;
- the Industrial Employment (Standing Orders) Act, 1946;