

the disparity in minimum wages across the country, the concept of National Floor Level Minimum Wage (NFLMW) was mooted on a voluntary basis. NFLMW is revised from time to time taking into account the increase in the Consumer Price Index Number. The NFLMW has been revised to ₹ 160/- per day w.e.f. 01.07.2015.

Increasing minimum wages

2712. DR. K.V.P. RAMACANDRA RAO:

SHRI SHADI LAL BATRA:

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

- (a) whether Government has any proposal to increase minimum wages of workers of various trades;
- (b) if so, the details thereof and reaction of Government thereto;
- (c) whether Government has consulted the trade unions in this regard;
- (d) if so, the details thereof along with the details of last revision made of various trades; and
- (e) the other measures being taken by Government for the welfare and social security of workforces in the country?

THE MINISTER OF STATE OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI BANDARU DATTATREYA): (a) to (c) 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.

(d) Details of last revision of basic minimum wages for the scheduled employments under Central sphere are given in Statement-I (*See below*).

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. Details of rates of minimum wages for scheduled employments in the Central sphere *w.e.f.* 01.04.2016 are given in Statement-II (*See* below).

(e) Over the last two years, the Ministry has initiated many labour welfare measures like minimum pension of ₹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.

Statement-I

Details of last revision of basic minimum wages for the scheduled employments under Central sphere

Scheduled Employment	Category of Workers	Basic Minimum Wage (₹)		
		Area A	Area B	Area C
1	2	3	4	5
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

Name of Scheduled Employment	Category of Worker	Rates of wages including V.D.A. per day (in ₹)		
		Area A	Area B	Area C
1	2	3	4	5
1. Agriculture	Unskilled	234.00	213.00	211.00
	Semi-Skilled/Unskilled	256.00	236.00	216.00
	Supervisory			
	Skilled/Clerical	278.00	256.00	235.00
	Highly Skilled	308.00	286.00	256.00

1	2	3	4	5
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 (b) Soft Soil with Rock (c) Rock 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 (b) Above 1.5 Inches to 3.0 Inches (c) Above 3.0 Inches to 5 Inches (d) Above 5.0 Inches		247.00 373.00 494.00 199.00 1528.00 1307.00 765.00 628.00	
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		<u>Above Ground</u>	<u>Below Ground</u>	
	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, Grave, Slate and Meignette 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)
Bhubaneswar		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)	Thiruvanan- tapuram	(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.