

Minimum wages for workers

2320. SHRI DEVENDER GOUD T.: Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) the details of scheduled employments;
- (b) the details of minimum wages being paid by different States to skilled, semi-skilled and unskilled labourers, State-wise;
- (c) what monitoring mechanism the Ministry has to ensure that minimum wages are paid to all categories of workers by companies, etc.;
- (d) whether there is any proposal to increase the minimum wages for workers; and
- (e) if not, the reasons therefor and when were the wages revised last?

THE MINISTER OF STATE OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI BANDARU DATTATREYA): (a) 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 employments under their respective jurisdictions. Presently, there are 45 scheduled employments in the Central Sphere, the details of which are given in Statement-I (*See below*) while in the State Sphere the number of such employments are 1709 the details of which are given in Statement-II (*See below*).

(b) As per available information in this Ministry the range of minimum wages fixed by the various State Governments/UTs are given in Statement-III (*See below*).

(c) The Minimum Wages Act, 1948 is implemented by the Centre as well as the States in respect of their respective jurisdiction. In the Central Sphere, the enforcement is secured through the Inspecting Officers of the Chief Labour Commissioner (Central) commonly designated as Central Industrial Relations Machinery (CIRM), the compliance in the State sphere is ensured through the State Enforcement Machinery. They conduct regular inspections and in the event of detection of any case of non-payment or under-payment of minimum wages, they advise the employers to make payment of the shortfall of wages. In case of non-compliance, penal provisions against the defaulting employers are invoked.

(d) and (e) The Central Government has issued final notification on 19.01.2017 to revise the minimum rates of wages for the scheduled employments in the Central Sphere.

In Order to protect the minimum wages against inflation, the Central Government introduced the idea of Variable Dearness Allowance (VDA) based on the recommendation

of the Labour Ministers' Conference held in 1988. Accordingly, the Central Government revises the minimum rates of wages in the month of April and October to include V.D.A under the Minimum Wages Act, 1948.

Statement-I

*Details of Scheduled Employments for which Central Government has fixed
minimum wages under the Minimum Wages Act, 1948*

Sl. No.	Name of Employment
1.	Agriculture
2.	Construction/Maintenance of Roads and Building Operations
3.	Maintenance of Buildings
4.	Construction and Maintenance of Runways
5.	Gypsum mines
6.	Barites mines
7.	Bauxite mines
8.	Manganese mines
9.	China Clay mines
10.	Kyanite mines
11.	Copper mines
12.	Clay mines
13.	Stone mines
14.	White Clay mines
15.	Orchire mines
16.	Fire Clay mines
17.	Steatite (Soapstone and Talc) mines
18.	Asbestos mines
19.	Chromite mines
20.	Quartzite mines
21.	Quartz mines
22.	Silica mines

Sl. No.	Name of Employment
23.	Magnesite mines
24.	Graphite mines
25.	Felspar mines
26.	Red Oxide mines
27.	Laterite mines
28.	Dolomite mines
29.	Iron Ore mines
30.	Granite mines
31.	Wolfram mines
32.	Magnetite mines
33.	Rock Phosphate mines
34.	Hematite mines
35.	Marble and Calcite mines
36.	Uranium mines
37.	Mica mines
38.	Employment in Lignite mines
39.	Employment in Gravel mines
40.	Employment in the Slate mines
41.	Employment in laying down of underground electric, wireless, radio, television, telephone, telegraph and overseas communication cables and similar other underground cabling, electric lines water supply lines and sewerage pipe lines
42.	Loading, Unloading in Railways Goods Shed
43.	Stone Breaking and Stone Crushing
44.	Employment in Sweeping and Cleaning
45.	Watch and Ward

Statement-II

Details of No. of Scheduled Employments in States/UTs under Minimum Wages Act, 1948

Sl. No.	Name of the State/UT	No. of Scheduled employments (As on 31.12.2013)
1	2	3
1.	Andhra Pradesh	73
2.	Arunachal Pradesh	30
3.	Assam	105
4.	Bihar	88
5.	Chhattisgarh	46
6.	Goa	21
7.	Gujarat	54
8.	Haryana	50
9.	Himachal Pradesh	12
10.	Jammu and Kashmir	28
11.	Jharkhand	88
12.	Karnataka	79
13.	Kerala	73
14.	Madhya Pradesh	38
15.	Maharashtra	67
16.	Manipur	15
17.	Meghalaya	28
18.	Mizoram	1
19.	Nagaland	54
20.	Odisha	84
21.	Punjab	71
22.	Rajasthan	62
23.	Sikkim	26

1	2	3
24.	Tamil Nadu	73
25.	Tripura	22
26.	Uttar Pradesh	64
27.	Uttarakhand	58
28.	West Bengal	56
29.	Andaman and Nicobar Islands	7
30.	Chandigarh	44
31.	Dadra and Nagar Haveli	56
32.	Daman and Diu	72
33.	Delhi	29
34.	Lakshadweep	9
35.	Puducherry	26
TOTAL		1709

Source: Report on the Working of the Minimum Wages Act, 1948 for the year 2013, published by Labour Bureau, Chandigarh.

Statement-III

*Category-wise details of Range of Minimum Rates of Wages in All States
as on 01.01.2017 (Provisional)*

Sl. No.	State/UT	Categories							
		Unskilled		Semi Skilled		Skilled		Highly Skilled	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
1	2	3	4	5	6	7	8	9	10
	Central Sphere	214.00	374.00	219.00	414.00	238.00	456.00	259.00	495.00
1.	Andhra Pradesh	145.88	-	-	-	-	-	-	895.83
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	163.00	252.00	210.00	257.00	218.00	265.00	272.00	275.00
6.	Goa	215.00	307.00	217.00	307.00	223.00	307.00	233.00	307.00
7.	Gujarat	150.00	276.00	276.00	284.00	284.00	293.00	-	-
8.	Haryana	292.31	292.31	306.92	322.27	338.38	355.30	373.07	373.07
9.	Himachal Pradesh	180.00	185.55	188.47	197.00	216.52	224.17	237.12	284.50
10.	Jammu and Kashmir*	150.00	150.00	175.00	175.00	225.00	225.00	-	-

11.	Jharkhand	221.61	237.44	232.16	253.27	306.03	327.14	353.52	369.90
12.	Karnataka	182.39	289.74	188.39	304.74	210.86	329.74	213.06	332.96
13.	Kerala	275.46	548.70	-	-	-	-	-	-
14.	Madhya Pradesh	193.00	263.00	257.00	349.00	303.00	398.00	296.00	399.00
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	270.00	270.00	300.00	300.00	370.00	370.00	460.00	460.00
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	197.00	197.00	207.00	207.00	217.00	217.00	267.00	267.00
23.	Sikkim	220.00	220.00	242.00	242.00	275.00	275.00	319.00	319.00
24.	Tamil Nadu	146.00	455.60	-	-	-	-	-	-
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	211.67	233.33	300.71	261.33	354.67	299.17	418.83

Written Answers to

[22 March, 2017]

Unstarred Questions 197

1	2	3	4	5	6	7	8	9	10
28.	West Bengal	211.00	278.00	232.00	306.00	255.00	337.00	370.00	-
29.	Andaman and Nicobar Islands	282.00	312.00	294.00	330.00	307.00	381.00	328.00	392.00
30.	Chandigarh	316.15	316.15	322.00	326.00	333.46	342.11	358.00	358.00
31.	Dadra and Nagar Haveli	268.20	268.20	276.20	276.20	284.20	284.20	-	-
32.	Daman and Diu	268.20	268.20	276.20	276.20	284.20	284.20	-	-
33.	Delhi	331.00	368.00	366.00	407.00	402.00	447.00	-	-
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 and Kashmir. Rates for unskilled workers for Assam and West Bengal exclude Tea garden workers.