

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 employment under their respective jurisdictions. Presently, there is a concept of National Floor Level Minimum Wage (NFLMW) to have a uniform wage structure and to reduce the disparity in minimum wages across the country.

(c) to (e) National Floor Level Minimum Wage (NFLMW) was mooted by the Central Government in 1996 which is based on the recommendation of National Commission on Rural Labour (NCRL). The NFLMW per day has been revised from time to time primarily taking into account the increase in the Consumer Price Index Number for Industrial Workers, which stands at ₹176/- per day with effect from 01.06.2017.

The NFLMW is a non-statutory measure. The State Governments are persuaded to fix/revise minimum wages in such a way that in none of the scheduled employments, the minimum wage is less than NFLMW.

Guidelines for the welfare of labourers in unorganised sector

439. SHRI ANIL DESAI: Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) whether it is a fact that Government has issued guidelines for the welfare of labourers working in unorganised sector;

(b) what are the minimum wages prescribed for daily wagers and what penal provisions are there for its violations; and

(c) whether any complaint redressal machinery is also there to help these unorganised labourers, if so, the details thereof?

THE MINISTER OF STATE OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI SANTOSH KUMAR GANGWAR): (a) In Order to provide social security benefits to the workers in the unorganised sector, Government enacted the Unorganised Workers' Social Security Act, 2008. This Act stipulates formulation of suitable welfare schemes for unorganised workers on matters relating to: (i) life and disability cover, (ii) health and maternity benefits, (iii) old age protection and (iv) any other benefit as may be determined by the Central Government. Life and disability cover is provided through Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY) and Pradhan Mantri Suraksha Bima

Yojana (PMSBY) to the unorganised workers depending upon their eligibility. The health and maternity benefits are addressed through Ayushman Bharat Scheme. For old age protection in the form of monthly pension, Ministry of Labour & Employment has launched Pradhan Mantri Shram Yogi Maan-dhan Yojana which is a voluntary and contributory pension scheme for providing monthly minimum assured pension of ₹3000 on attaining the age of 60 years.

The unorganised workers in the age group of 18-40 years whose monthly income is ₹15000/- or less and not a member of Employees Provident Fund Organisation/ Employees' State Insurance Corporation/ National Pension Scheme (EPFO/ESIC/NPS) can join the scheme. Under the scheme, 50% monthly contribution is payable by the beneficiary and equal matching contribution is paid by the Central Government.

(b) and (c) The Minimum Wages Act, 1948 was enacted to safeguard the interests of the workers mostly in the unorganised sector. Under the provision of the Act, both the Central Government and the State Governments are the appropriate governments to fix, revise, review and enforce the rate of minimum wages to workers in respect of scheduled employments under their respective jurisdictions. The Area-wise Rates of Minimum Wages for Scheduled Employment in the Central Sphere, as on 01.10.2019 are given in the Statement (*See below*).

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 done 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.

*Statement**Area-wise Rates of Minimum Wages for Scheduled Employments in the Central Sphere*

As on 01.10.2019

Sl. No.	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	6
1.	Agriculture	Unskilled	383.00	350.00	347.00
		Semi-Skilled/Unskilled Supervisory	420.00	385.00	354.00
		Skilled/Clerical	455.00	420.00	384.00
		Highly Skilled	504.00	469.00	420.00
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 (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		406.00 611.00 809.00 326.00	

		(a) 1.0 inch to 1.5 inches		2494.00	
		(b) Above 1.5 inches to 3.0 inches		2133.00	
		(c) Above 3.0 inches to 5 inches		1252.00	
		(d) Above 5.0 inches		1027.00	
3.	Sweeping and Cleaning	Unskilled	603.00	503.00	403.00
4.	Watch and Ward	Without Arms	733.00	666.00	569.00
		With Arms	797.00	733.00	666.00
5.	Loading and Unloading	Unskilled	603.00	503.00	403.00
6.	Construction	Unskilled	603.00	503.00	403.00
		Semi-Skilled/Unskilled Supervisory	666.00	569.00	472.00
		Skilled/Clerical	733.00	666.00	569.00
		Highly Skilled	797.00	733.00	666.00
7.	Non-Coal Mines		Above Ground		Below Ground
		Unskilled	403.00		503.00
		Semi-Skilled/Unskilled Supervisory	503.00		603.00
		Skilled/Clerical	603.00		703.00
		Highly Skilled	703.00		785.00

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1	2	3	4	5	6
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 Goodssheds, 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 Magnetite Mines			

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Unstarred Questions

Classification of area					
Area-"A"					
Ahmedabad	(UA)	Hyderabad	(UA)	Faridabad complex	
Bengaluru	(UA)	Kanpur	(UA)	Ghaziabad	
Kolkata	(UA)	Lucknow	(UA)	Gurgaon	
Delhi	(UA)	Chennai	(UA)	Noida	
Greater Mumbai	(UA)	Nagpur	(UA)	Secunderabad	
Navi Mumbai		Pune	(UA)		
Area - "B"					
Agra	(UA)	Gwalior	(UA)	Port Blair	(UA)
Ajmer	(UA)	Hubli-Dharwad	(M. Corpn)	Puducherry	(UA)
Aligarh	(UA)	Indore	(UA)	Raipur	(UA)
Allahabad	(UA)	Jabalpur	(UA)	Raurkela	(UA)
Amravati	(M.Corpn)	Jaipur	(M.Corpn)	Rajkot	(UA)
Amritsar	(UA)	Jalandhar	(UA)	Ranchi	(UA)
Asansol	(UA)	Jalandhar-Cantt.	(UA)	Saharanpur	(M.Corpn)
Aurangabad	(UA)	Jammu	(UA)	Salem	(UA)
Bareilly	(UA)	Jamnagar	(UA)	Sangli	(UA)
Belgaum	(UA)	Jamshedpur	(UA)	Shillong	
Bhavnagar	(UA)	Jhansi	(UA)	Siliguri	(UA)

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Bhiwandi	(UA)	Jodhpur	(UA)	Solapur	(M.Corpn)
Bhopal	(UA)	Kannur	(UA)	Srinagar	(UA)
Bhubaneshwar	(UA)	Kochi	(UA)	Surat	(UA)
Bikaner	(M.Corpn)	Kolhapur	(UA)	Thiruvananthapuram	(UA)
Bokaro Steel City	(UA)	Kollam	(UA)	Thrissur	(UA)
Chandigarh	(UA)	Kota	(M.Corpn)	Tiruchirappalli	(UA)
Coimbatore	(UA)	Kozhikode	(UA)	Tiruppur	(UA)
Cuttack	(UA)	Ludhiana	(M. Corpn)	Ujjain	(M.Corpn)
Dehradun	(UA)	Madurai	(UA)	Vadodara	(UA)
Dhanbad	(UA)	Malappuram	(UA)	Varanasi	(UA)
Durgapur	(UA)	Malegaon	(UA)	Vasai - Virar City	(M.Corpn)
Durg-Bhilai Nagar	(UA)	Mangalore	(UA)	Vijayawada	(UA)
Erode	(UA)	Meerut	(UA)	Vishakhapatnam	(M.Corpn)
Firozabad		Moradabad	(M. Corpn)	Warangal	(UA)
Goa		Mysore	(UA)	Gorakhpur	(UA)
Nanded Waghala	(M. Corpn)	GreaterVisakhapatnam -	(M.Corpn)	Nasik	(UA)
Gulbarga	(UA)	Nellore	(UA)	Guntur	(UA)
Panchkula	(UA)	Guwahati	(UA)	Patoa	(UA)

Area 'C' will comprise all areas not mentioned in this list.

U.A. stands for Urban Agglomeration.

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Unstarred Questions