

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

RAJYA SABHA

**UNSTARRED QUESTION NO. 1392
TO BE ANSWERED ON 09.12.2021**

NATIONAL FLOOR MINIMUM WAGES

1392. SHRI PRABHAKAR REDDY VEMIREDDY:

Will the Minister of Labour and Employment be pleased to state:

- (a) Minimum Wages and National Floor Minimum Wages in the country, the details thereof;**
- (b) when were the above wages revised last;**
- (c) whether it is a fact that Government has constituted an Expert Group on the issue and given three years time to submit its Report;**
- (d) whether three year term is not an attempt to delay fixing Minimum Wages and National Floor Wages;**
- (e) whether Minimum Wages provided in the Labour Code on Wages passed two years ago have been implemented; and**
- (f) if not, the reasons therefor?**

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SHRI RAMESWAR TELI)**

(a) & (b): Under the provisions of the Minimum Wages Act, 1948, both the Central and the State Governments are appropriate Governments to fix, review and revise the minimum wages of the employees employed in the scheduled employments under their respective jurisdictions. The Central Government and the State Governments are mandated under section 3(1) (b) of the Act to revise the Minimum Rates of Wages payable to the employees engaged in the scheduled

Contd..2/-

employments in their respective jurisdictions at intervals not exceeding five years. Accordingly, the minimum rates of wages in the scheduled employments in the Central sphere were last revised by the Central Government in 2017. The details of periodic revision of minimum rates of wages in the scheduled employments in the State sphere are not centrally maintained. Further, in order to take care of the rising prices, the Central Government revises the Variable Dearness Allowance (V.D.A) on basic rates of minimum wages every six months effective from 1st April and 1st October every year on the basis of Consumer Price Index for Industrial workers. V.D.A. was last revised w.e.f. 01.10.2021. A statement showing increase in the rates of wages on account of increasing V.D.A payable to the employees engaged in the scheduled employments in the Central Sphere is at Annexure.

The Central Government, based on the recommendation of National Commission on Rural Labour (NCRL) in 1991, introduced the concept of National Floor Level Minimum Wages as a non-statutory measure so as to have a uniform wage structure and to reduce the disparity in minimum wages across the country. Taking into account increase in the Consumer Price Index, the National Floor Level Minimum Wages has been revised from Rs.160/- to Rs.176/- per day w.e.f. 01.06.2017.

(c) & (d): As mentioned above, revision of minimum rates of wages every five years and revision of VDA thereon every six months is a continuous process. The Government has constituted an Expert Group in April, 2021, for a period of three years, to provide technical inputs and recommend fixation of Minimum Wages and National Floor Wages to the Government. There is no deferring of revision of minimum wages in the Central sphere.

(e) & (f): The provisions of the Code on Wages Act, 2019, relating to minimum wages have not come into force.

Annexure referred to in reply to part (a) & (b) of Rajya Sabha Unstarred Question No. 1392 for 09.12.2021.

Statement showing increased rates of minimum wages on account of revision of VDA from 01.04.2021 to 01.10.2021

Name of Scheduled Employment	Category of Worker	Rates of wages including V.D.A per day (in Rs.)						
		Area-A		Area-B		Area-C		
		As on 01.04.2021	As on 01.10.2021	As on 01.04.2021	As on 01.10.2021	As on 01.04.2021	As on 01.10.2021	
1. Agriculture	Unskilled	411	417	375	380	372	377	
	Semi-Skilled/Unskilled Supervisory	449	455	413	419	379	384	
	Skilled/Clerical	488	495	449	455	412	418	
	Highly Skilled	540	547	502	509	449	455	
2. Stone Mines	1. Excavation & removal of over burden with 50 meters lead/1.5 meters lift (Per 2.831 cubic meters/100 cubic feet):							
		As on 01.04.2021			As on 01.10.2021			
	(a) Soft Soil	435			441			
	(b) Soft Soil with Rock	654			663			
	(c) Rock	866			878			
	2. Removal and Staking of rejected stones with 50 meters lead 1.5 meters lift (Per 2.831 cubic meters/100 cubic feet):	349			354			
	3. Stone breaking or Stone Crushing for the stone size (Per truck load of 5.662 cubic meters/200 cubic feet):							
	(a) 1.0 inch to 1.5 inches	2666			2701			
	(b) Above 1.5 Inches to 3.0 Inches	2280			2310			
	(c) Above 3.0 Inches to 5 Inches	1338			1356			
	(d) Above 5.0 Inches	1099			1114			
			Area-A		Area-B		Area-C	
			As on 01.04.2021	As on 01.10.2021	As on 01.04.2021	As on 01.10.2021	As on 01.04.2021	As on 01.10.2021
3. Sweeping and Cleaning*	Unskilled	645	654	539	546	431	437	

4. Watch and Ward	Without Arms	784	795	714	724	609	617
	With Arms	853	864	784	795	714	724
5. Loading and Unloading#	Unskilled	645	654	539	546	431	437
6. Construction^	Unskilled	645	654	539	546	431	437
	Semi-Skilled/Unskilled Supervisory	714	724	609	617	505	512
	Skilled/Clerical	784	795	714	724	609	617
	Highly Skilled	853	864	784	795	714	724
7. Non-Coal Mines\$		Above Ground			Below Ground		
		As on 01.04.2021		As on 01.10.2021	As on 01.04.2021		As on 01.10.2021
	Unskilled	431		437	539		546
	Semi-Skilled/Unskilled Supervisory	539		546	645		654
	Skilled/Clerical	645		654	752		762
	Highly Skilled	752		762	840		851

*Employees engaged in the employment of Sweeping and Cleaning excluding Activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993.

#Employees engaged in the employment of Loading and Unloading in (i) Goods Sheds, Parcel Offices of Railways; (ii) Other Goods Sheds, Godowns, Warehouses and other similar employments; (iii) Docks and Ports; and (iv) Passengers Goods and Cargo Carried out at Airports (Both International and Domestic).

^Employees engaged in the employment of 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.

\$Employees engaged in the employment of Gypsum Mines, Barytes Mines, Bauxite Mines, Manganese Mines, China Clay Mines, Kyanite Mines, Copper Mines, Clay Mines, Magnesite Mines, White Clay Mines, Stone Mines, Steatite Mines (including the mines producing Soap Stones and Talc), Ochre Mines, Asbestos Mines, Fire Clay Mines, Chromite Mines, Quartzite Mines, Quartz Mines, Silica Mines, Graphite Mines, Felspar Mines, Laterite Mines, Dolomite Mines, Red Oxide Mines, Wolfram Mines, Iron Ore Mines, Granite Mines, Rock Phosphate Mines, Hematite Mines, Marble and Calcite Mines, Uranium Mines, Mica Mines, Lignite Mines, Gravel Mines, Slate and Magnetite Mines.
