

GOVERNMENT OF INDIA
MINISTRY OF FINANCE
DEPARTMENT OF PUBLIC ENTERPRISES

RAJYA SABHA

UNSTARRED QUESTION NO. 3722

TO BE ANSWERED ON THE 5th APRIL, 2022

Pay Settlement of Unionized Workmen

No. 3722. SHRI SANJAY SINGH:

Will the Minister of Finance be pleased to state:

- (a) the procedure being followed for the pay settlement of the unionized workmen working in various Public Sector Undertakings (PSUs);
- (b) the PSUs where the process of pay settlement for the non-executive employees has been completed since 2017; and
- (c) PSU-wise details of percentage of the Minimum Guaranteed Benefits (MGB) and perks received under the same settlement and the details and copy of the pay settlement of non-executive employees in various PSUs?

ANSWER

**THE MINISTER OF STATE FOR FINANCE
(DR. BHAGWAT KISHANRAO KARAD)**

(a) & (b) Pay/wages of the workmen are determined based on wage negotiation between Trade Union/Association and the management of the Central Public Sector Enterprises (CPSE) concerned under the broad parameters issued by Department of Public Enterprises (DPE) from time to time. It is for the Management of the CPSE concerned to implement the wage negotiation. The latest guidelines in this regard, was issued by DPE's OM No. W-02/0015/2016-DPE(WC)-GL-XXIV/17 dated 24.11.2017, for the 8th round of wage negotiation for workmen of CPSEs which was due on 01.01.2017. The CPSEs were to implement negotiated wage after confirming with their Administrative Ministry / Department that the wage settlement is in conformity with approved parameters.

(c) DPE issues general policy guidelines for the employees of CPSE and implementation of the same including pay revision guidelines rests with the Administrative Ministry / Department of the CPSE concerned. DPE does not centrally maintain data regarding the pay settlement for the non-executive employees.
