

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 1371
TO BE ANSWERED ON 25.07.2022**

MINIMUM WAGES

**†1371. SHRI RODMAL NAGAR:
SHRI CHANDRA PRAKASH JOSHI:**

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

- (a) whether the Government has taken any decision regarding increase in minimum wages for the labourers across the country amid rising inflation;**
- (b) if so, the details of category-wise minimum wages of each State and whether the minimum wages have been increased and if so, the details thereof;**
- (c) whether there is any kind of system for the monitoring to ensure the payment of minimum wages; and**
- (d) if so, the details thereof?**

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 Government 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. 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 of every year on the basis of Consumer Price Index for Industrial workers. V.D.A. was last revised w.e.f. 01.04.2022. 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 I. The details of periodic revision of minimum rates of wages in scheduled employments in the State sphere are not centrally maintained.

Contd..2/-

(c) & (d): Both the Central Government and the State Governments are the appropriate Governments to enforce the provisions of the Payment of Wages Act, 1936, and the Minimum Wages Act, 1948, including the provisions relating to non-payment of wages/minimum wages, in their respective jurisdictions. 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) and the compliance in the State Sphere is ensured through the State Enforcement Machinery. The designated inspecting officers conduct regular inspections and in the event of detection of any case of non-payment or underpayment of wages/minimum wages, they direct the employers to make payment of the shortfall of wages. In case of non-compliance, penal provisions prescribed under Section 22 of the Minimum Wages Act are taken recourse to. The details in regard to enforcement of the minimum wages in the Scheduled employments in the Central Sphere are at Annexure II. Details of enforcement of the provisions of the Minimum Wages Act, 1948, in the State sphere are not centrally maintained.

ANNEXURE REFERRED TO IN REPLY TO PART (a) & (b) OF LOK SABHA UN-STARRED QUESTION No. 1371 FOR 25.07.2022 REGARDING MINIMUM WAGES.

STATEMENT SHOWING INCREASED RATES OF MINIMUM WAGES ON ACCOUNT OF REVISION OF VDA FROM 19.01.2017 TO 01.04.2022.

Scheduled Employment	Category of Workers	Rates of Wages including V.D.A per day (in Rs.)					
		Area A		Area B		Area C	
		19.01.2017	01.04.2022	19.01.2017	01.04.2022	19.01.2017	01.04.2022
Agriculture	Unskilled	333	423	303	385	300	382
	Semi-skilled/Unskilled Supervisory	364	461	335	425	307	389
	Skilled/Clerical	395	502	364	461	334	424
	Highly-skilled	438	554	407	516	364	461
Sweeping and Cleaning+	Unskilled	523	663	437	553	350	443
Watch and Ward	Without Arms (Upgraded to skilled with training)	637	806	579	734	494	625
	With Arms(Upgraded to highly skilled for supervision)	693	876	637	806	579	734
Loading & Unloading#	Unskilled	523	663	437	553	350	443
Construction ^	Unskilled	523	663	437	553	350	443
	Semi-skilled/Unskilled Supervisory	579	734	494	625	410	519
	Skilled/Clerical	637	806	579	734	494	625
	Highly-skilled	693	876	637	806	579	734
		19.01.2017			01.04.2022		
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	351			447		
	(b) Soft Soil with Rock	531			672		
	(c) Rock	703			890		
	2. Removal and Staking of rejected stones with 50 metres lead/1.5metres lift*						
		283			359		
	3. Stone breaking or Stone Crushing for the stone size of**						
	(a) 1.0 inch to 1.5 inches	2171			2736		
	(b) Above 1.5 Inches to 3.0 Inches	1857			2340		
	(c) Above 3.0 Inches to 5 Inches	1088			1374		
(d) Above 5.0 Inches	893			1129			
Non - Coal Mines \$		Above Ground {Rates of Wages including V.D.A per day (in Rs.)}			Below Ground {Rates of Wages including V.D.A per day (in Rs.)}		
		19.01.2017	01.04.2022	19.01.2017	01.04.2022		
	Unskilled	350	443	437	553		
	Semi-skilled/Unskilled Supervisory	437	553	523	663		
	Skilled/Clerical	523	663	610	772		
	Highly-skilled	610	772	683	862		

*Per 2.831 cubic meters or 100 cubic feet

** Per truck load of 5.662 cubic meters or 200 cubic feet

+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.

CLASSIFICATION OF AREA

AREA - "A"					
Ahmedabad	(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		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)
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)
NandedWaghala	(M. Corpn)	GreaterVisakhapatnam	(M.Corpn)	Nasik	(UA)
Gulbarga	(UA)	Nellore	(UA)	Guntur	(UA)
Panchkula	(UA)	Guwahati	(UA)	Patna	(UA)

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

NB: U.A. stands for Urban Agglomeration.

ANNEXURE REFERRED TO IN REPLY TO PART (c) & (d) OF LOK SABHA UN-STARRED QUESTION No. 1371 FOR 25.07.2022 REGARDING MINIMUM WAGES.

Details of Inspections, Prosecutions and Convictions done under the Minimum Wages Act, 1948

Particulars	No. of Inspections Conducted	No. of Irregularities detected	No. Irregularities Rectified	No. of Prosecutions Launched	No. of Convictions
1	2	3	4	5	6
2019-20	7690	59950	23397	1609	412
2020-21	2114	13949	7566	501	174
2021-22	5022	35983	8726	492	167

Claim cases under Minimum Wages Act, 1948

Year	CLAIMS FILED UNDER MINIMUM WAGES ACT, 1948			
	FILED	DECIDED	AWARDED	No. of WORKERS BENEFITED
1	2	3	4	5
2019-20	3470	754	Rs. 217981002/-	5297
2020-21	3763	1334	Rs. 270202177/-	7631
2021-22	5297	2102	Rs. 177722490/-	7487
