

Revision of Minimum Wages

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Section 3(1) (b) of the Minimum Wages Act, 1948 mandates the Central Government and the State Governments to review the minimum rates of wages so fixed in the Scheduled employments in their respective jurisdiction at intervals not exceeding five years and revise the minimum rates, if necessary. The minimum rates of wages in the Scheduled employments in the Central sphere were revised in 2017. 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 since revision in 2017 on account of increasing V.D.A payable to the employees engaged in the scheduled employments in the Central Sphere is at **Annexure**.

The Government is not only committed to periodic review and revision of the minimum rates of wages but also to extend its coverage across employments and provide for floor wage. Accordingly, the provisions of the Minimum Wages Act, 1948, have been rationalized and amalgamated in the Code on Wages Act, 2019, as passed by the Parliament and notified on 08.08.2019. The Code on Wages, 2019, provides for universal minimum wage and floor wage across employments in organized and unorganized sector and the existing provision, under the Minimum Wages Act, 1948 to restrict applicability of minimum wages to Scheduled employments, has been dispensed with under the Code. The Code mandates the Central Government to fix floor wage applicable across the Central and the State sphere. The Code stipulates that the minimum rates of wages fixed by the appropriate Government shall not be less than the floor wage. The said provisions of the Code on Wages, 2019, have not come into force.

This information was given by Shri Rameswar Teli, Minister of State, Ministry of Labour & Employment in Rajya Sabha today.

Annexure

Statement showing increased rates of minimum wages on account of revision of VDA from 19.01.2017 to 01.10.2021

Scheduled Employment	Category of Workers	Area A		Area B		Area C	
		19.01.2017	01.10.2021	19.01.2017	01.10.2021	19.01.2017	01.10.2021
Agriculture	Unskilled	333	417	303	380	300	377
	S e m i - skilled/Unskilled Supervisory	364	455	335	419	307	384
	Skilled/Clerical	395	495	364	455	334	418
	Highly-skilled	438	547	407	509	364	455
Sweeping and Cleaning	Unskilled	523	654	437	546	350	437
Watch and	Without Arms (637	795	579	724	494	617

Ward	Upgraded to skilled with training)									
	With Arms (Upgraded to highly skilled for supervision)	693	864	637	795	579	724			
Loading & Unloading	Unskilled	523	654	437	546	350	437			
Construction	Unskilled	523	654	437	546	350	437			
	S e m i - skilled/Unskilled Supervisory	579	724	494	617	410	512			
	Skilled/Clerical	637	795	579	724	494	617			
	Highly-skilled	693	864	637	795	579	724			
		19.01.2017				01.10.2021				
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				441				
	(b) Soft Soil with Rock	531				663				
	(c) Rock	703				878				
	2. Removal and Staking of rejected stones with 50 metres lead/1.5metres lift*	283				354				
	3. Stone breaking or Stone Crushing for the stone size of category**									
	(a) 1.0 inch to 1.5 inches	2171				2701				
	(b) Above 1.5 Inches to 3.0 Inches	1857				2310				
	(c) Above 3.0 Inches to 5 Inches	1088				1356				
	(d) Above 5.0 Inches	893				1114				
Non - Coal Mines		Above Ground				Below Ground				
		19.01.2017		01.10.2021		19.01.2017		01.10.2021		
	Unskilled	350		437		437		546		
	Semi-skilled/Unskilled Supervisory	437		546		523		654		
	Skilled/Clerical	523		654		610		762		
	Highly-skilled	610		762		683		851		

*Per 2.831 cubic meters or 100 cubic feet

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

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.					

BY/IG

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