

**GOVERNMENT OF INDIA
LABOUR AND EMPLOYMENT
LOK SABHA**

UNSTARRED QUESTION NO:2926

ANSWERED ON:12.12.2011

DISPARITY IN WAGES

Basheer Shri E. T. Muhammed; Sayeed Muhammed Hamdulla A. B.

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

- (a) whether general disparity still remains in the labour sector and provision of equal wage for equal work has not been strictly adhered to;
- (b) if so, the details thereof and the reasons therefor;
- (c) whether casual non-agricultural workers receive wages below the national minimum wages; and
- (d) if so, the action taken by the Government to protect and safeguard the interest of the unorganised workers specially with regard to their wages?

Answer

MINISTER OF LABOUR AND EMPLOYMENT (SHRI MALLIKARJUN KHARGE)

(a) & (b): The disparity in the rates of minimum wages prevalent in various regions/States in the country are primarily due to differences in socio-economic and agro-climatic conditions, prices of essential commodities, paying capacity, productivity and the local conditions. In order to reduce the disparity, the concept of National Floor Level Minimum Wage was suggested by the National Commission on Rural Labour (NCRL) in 1991. The National Floor Level Minimum Wage (NFLMW) is revised from time to time on the basis of increase in the Consumer Price Index. At present the NFLMW is Rs.115/- per day with effect from 01.04.2011. NFLMW is a non-statutory measure.

(c): On the basis of the information available, a statement showing scheduled employments (non-agricultural) where the wages for unskilled workers are below the NFLMW is annexed in respect of different States/Union Territories.

(d): Effective implementation of the Minimum Wages Act, 1948, which primarily falls in the State sphere, is regularly pursued by the Ministry of Labour & Employment through discussion with the concerned State Government Officials and periodic visit to the States. The State Governments are regularly advised to fix and revise minimum wages in scheduled employments to be at least on par with the NFLMW which is presently Rs. 115/- per day.