

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

UNSTARRED QUESTION NO:784

ANSWERED ON:19.03.2012

UNIFORM MINIMUM WAGES

Adhalrao Patil Shri Shivaji; Adsul Shri Anandrao Vithoba; Das Gupta Shri Gurudas; Dharmshi Shri Babar Gajanan; Gowda Shri D.B. Chandre; Kodikunnil Shri Suresh; Maadam Shri Vikrambhai Arjanbhai; Sayeed Muhammed Hamdulla A. B. ; Shantha J.; Singh Shri Dushyant; Yadav Shri Dharmendra

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

- (a) whether minimum wages are not paid to unorganised sector labourers including unskilled workers and agricultural labourers;
- (b) if so, whether there is any proposal to accord statutory status and implement the National Floor Level Minimum Wages (NFLMW) irrespective of the number of labourers engaged in an enterprise;
- (c) if so, the time by which a final decision is likely to be taken in this regard;
- (d) the current rate of minimum wages in the country, State-wise and the mechanism to ensure its proper implementation;
- (e) whether the Government has received representation from labour organisations regarding disapproval of minimum wage guidelines by private organisations and if so, the reaction of the Government thereto;
- (f) the details of discussions held in the recently concluded labour conference in New Delhi alongwith the demands made by the Labour Unions; and
- (g) the action taken by the Government to protect the interest of the unorganized workers in this regard?

**Answer**

MINISTER OF LABOUR AND EMPLOYMENT (SHRI MALLIKARJUN KHARGE)

(a): The Minimum Wages Act was enacted in the year 1948 primarily to safeguard the interests of the workers engaged in unorganised sector. The Act binds the employers to pay the minimum wages to the workers as fixed under the statute.

Under the provisions of the Minimum Wages Act, 1948, both Central and State Governments are appropriate Governments to fix, review, revise and enforce the minimum wages of the workers employed in the scheduled employments under their respective jurisdictions.

(b) & (c): Yes, Madam. There is a proposal to make NFLMW statutory. However, it is not possible at this stage to indicate any specific time line for this.

(d) to (g): A copy of the statement indicating the rates of minimum wages of unskilled workers across States is at Annexure I.

In the Central Sphere, the enforcement is secured through the Inspecting Officers of the Chief Labour Commissioner (Central) commonly designated as Central Industrial Relations Machinery (CIRM), the compliance in the State sphere is ensured through the State Enforcement Machinery. They conduct regular inspections and in the event of detection of any case of non-payment or under-payment of minimum wages, they advise the employers to make payment of the shortfall of wages. In case of non-compliance, penal provisions against the defaulting employers are invoked. The details regarding enforcement of Minimum Wages Act, 1948 in the Central and the State sphere for the year 2009-10 is at Annexure II.

The Government has not received any representation from labour organisations regarding disapproval of minimum wage guidelines by private organizations.

The Summary of the discussion held in the Labour Conference pertaining to minimum wages is at Annexure III.