

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

UNSTARRED QUESTION NO:3311

ANSWERED ON:18.03.2013

MINIMUM WAGES

Pandey Shri Ravindra Kumar;Rajbhar Shri Ramashankar;Saha Shri Anup Kumar

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

(a)whether instances of denial of equal minimum wages and violation of labour laws has been reported from various sectors in the country including unequal wages to female workers in various industries both in the rural and urban areas including various mini cement plants;

(b)if so, the details of such cases reported during the last three years and the current year;

(c)whether the Government is considering a uniform minimum wages across the country;

(d)if so, the details thereof and if not, the reasons therefor; and

(e)the steps taken by the Government to regularize such daily wagers/contract labourers in the country?

Answer

MINISTER OF STATE FOR LABOUR AND EMPLOYMENT (SHRI KODIKUNNIL SURESH)

(a) & (b): The Minimum Wages Act does not discriminate between male and female workers or prescribe differential minimum wages for them. The provisions of the Act equally apply to both male and female workers. In other words, female workers whether in rural or urban areas are entitled to same wages as fixed by the appropriate Governments for their male counterparts engaged in the scheduled employments. No minimum wage is separately fixed for the rural areas.

Instances of denial of minimum wages and violation of labour laws including unequal wages to female workers in various industries do come to the notice of the field officers and immediately corrective action is taken against the erring employers under the Equal Remuneration Act, 1976.

The details of cases reported under the Minimum Wages Act, 1948 during the last three years and the current year is at Annexure-I & II respectively.

(c) & (d): In order to move towards a uniform wage structure and to reduce the disparity in minimum wages across the country, the concept of National Floor Level Minimum Wage was recommended by the National Commission on Rural Labour (NCRL) in 1991. On the basis of the NCRL recommendation Central Government introduced NFLMW in 1996 at Rs.35/- per day on a voluntary basis. The National Floor Level Minimum Wage (NFLMW) is revised from time to time on the basis of increase in the Consumer Price Index. The latest rate of NFLMW is Rs.115/- per day with effect from 01.04.2011.

The Government recently approved proposals for amendments to the MW Act, which, inter- alia, include making National Floor Level Minimum Wage (NFLMW) statutory. The proposals are to be enacted through a Bill.

(e): In order to improve and protect the conditions of contract labourers, the Central Government has enacted Contract Labour (Regulation & Abolition) Act, 1970 which is enforced and implemented by the Central Industrial Relation Machinery (CIRM) headed by Chief Labour Commissioner (Central) in central sphere establishments. There is no provision of regularization under the said Act.