

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

UNSTARRED QUESTION NO:4263
ANSWERED ON:20.04.2015
WAGE CODE FOR REPLACING CENTRAL LAWS
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Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) whether the Government has any proposal to introduce `wage code` in order to replace central laws pertaining to wage related matters and cover both the organized and the unorganized sectors;
- (b) if so, the salient features of the proposed wage code;
- (c) the time by which the said `wage code` is likely to be implemented and the extent to which the wage code would be beneficial for unorganized sector workers; and
- (d) whether the Government has been revising minimum wages for workers in organized and unorganized sectors and if so, the details thereof?

Answer

MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT (SHRI BANDARU DATTATREYA)

(a) to (c) The Ministry is in the process of drafting the Labour Code on Wages by amalgamating the relevant provisions of following 4 Central Acts:-

1. The Minimum Wages Act, 1948.
2. The Payment of Wages Act, 1936.
3. The Payment of Bonus Act, 1965.
4. The Equal Remuneration Act, 1976.

The Government has carried out the process of Tripartite Consultation for this Wage Code, where the representatives from Central Trade Unions, Employers' Associations and State Governments were invited to express their views and suggestions on the proposed changes. Many features of the proposed Labour Code on Wages would also be beneficial for the unorganized sector workers.

(d) Under the provisions of the Minimum Wages Act, 1948, both the State and Central Government are the appropriate government to fix, review and revise the minimum wages under their respective jurisdiction. The minimum wages so fixed by the Central Government are revised from time to time on the basis of increase in Consumer Price Index, effective from April and October.