

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

STARRED QUESTION NO:201

ANSWERED ON:03.08.2015

Minimum Wages

Gawali (Patil) Ms. Bhavana;Ramachandran Shri Krishnan Narayanasamy

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

- (a) the minimum wages paid to the workers, State-wise;
- (b) whether the Government has fixed minimum wages for the workers working in factories and companies and if so, the details thereof and if not, the reasons therefor;
- (c) whether any monitoring mechanism exists to ensure that the workers are paid minimum wages and not subjected to any form of exploitation and if so, the details thereof;
- (d) the steps taken by the Government to protect the workers from exploitation; and
- (e) whether the Government is making any effort to increase the minimum wages of the workers/labourers, if so, the details thereof and if not, the reasons therefor?

**Answer**

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

(a) to (e): A statement is laid on the Table of the House.

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STATEMENT REFERRED TO IN REPLY TO PARTS (a) TO (e) OF THE LOK SABHA STARRED QUESTION NO. 201 FOR 03.08.2015 BY SHRIMATI BHAVANA PUNDALIKRAO GAWALI PATIL AND SHRI K.N. RAMACHANDRAN REGARDING "MINIMUM WAGES".

(a) & (b): Under the provisions of the Minimum Wages Act, 1948, both the Central and State Governments are appropriate Governments to fix and revise the minimum wages of different category of workers employed in the scheduled employments under their respective jurisdictions. Rates of minimum wages fixed for the Central sphere are applicable to the scheduled employments in establishments under the authority of Central Government, railway administrations, mines, oil-fields, major port or any corporation established by a Central Act. Rest of the firms fall under the State sphere. Minimum rates of wages applicable in Central sphere is given in the Annexure.

(c) & (d): The implementation of the Minimum Wages Act, 1948 is carried out by the Centre as well as the States in respect of their respective jurisdiction. 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.

(e): The minimum wages are revised from time to time by the Central Government for the scheduled employments under its jurisdiction on the basis of Consumer Price Index in the form of Variable Dearness Allowance (VDA), effective in April and October, so as to safeguard the unorganized sector workers/labourers to counter inflation.