

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

UNSTARRED QUESTION NO:2522

ANSWERED ON:14.12.2015

Enhancing Minimum Wages

Birla Shri Om;George Shri (Adv.) Joice;Giluwa Shri Laxman;Khaire Shri Chandrakant Bhaurao;Mullappally Shri Ramachandran;Ram Mohan Naidu Shri Kinjarapu;Senthilnathan Shri PR.

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

- (a) whether the Government has any proposal for enhancing the minimum wages and if so, the details thereof alongwith the latest wage revision under the National Floor Level Minimum Wage (NFLMW) and the details of hike made by the Government under the Minimum Wages Act, 1948;
- (b) whether the Government proposes to amend the existing Act, and if so, the details and the present status thereof;
- (c) whether the Government is also considering to introduce uniform minimum wages across the country and if so, the reaction of various State Governments in this regard; and
- (d) the details of mechanism to ensure payment of minimum wages to the labourers/workers fixed by the Government?

Answer

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

(a): According to the provisions contained in the Minimum Wages Act, 1948, the appropriate Government revises the minimum wages in all the scheduled employments under its jurisdiction at an interval not exceeding five years. To check price escalation, idea of Variable Dearness Allowance (VDA) was mooted. Accordingly, in the Central sphere, the minimum rates of wages are revised effective from 1st April and 1st October every year.

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Based on changes in the Consumer Price Index (CPI) National Floor Level Minimum Wage (NFLMW) is presently fixed at Rs.160/- per day with effect from 01.07.2015.

(b): The Government has initiated the process of amending various labour laws including the Minimum Wages Act, 1948.

(c): Fixation of wages depends on factors like local conditions, cost of living, it is not possible to introduce uniform minimum wages across the country. However, an attempt has been made to move towards a uniform wage structure to reduce disparity in minimum wages across States by introducing the National Floor Level Minimum Wage (NFLMW) below which there can be no other wage rate. The NFLMW is revised from time to time.

(d): The implementation of the Minimum Wages Act, 1948 are 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.
