

**Press Information Bureau
Government of India
Ministry of Labour & Employment**

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Minimum Wages

Under the provisions of the Minimum Wages Act, 1948, both Central and State Governments are appropriate Governments to fix, review and revise the minimum wages of the workers employed in the scheduled employment consisting of agriculture and non-agricultural sector under their respective jurisdictions. The rates of minimum wages fixed for scheduled employments in the Central Sphere is at **enlisted**.

As on 01.04.2016

Name of Scheduled Employment	Category of Worker	Rates of wages including V.D.A per day (in Rs.)		
		Area A	Area B	Area C
1. Agriculture	Unskilled	234.00	213.00	211.00
	Semi-Skilled/Unskilled Supervisory	256.00	236.00	216.00
	Skilled/Clerical	278.00	256.00	235.00
	Highly Skilled	308.00	286.00	256.00
2. Workers engaged in Stone Mines for Stone Breaking and Stone Crushing	1. Excavation & removal of over burden with 50 meters lead/1.5 meters lift:			
	(a) Soft Soil	247.00		
	(b) Soft Soil with Rock	373.00		
	(c) Rock	494.00		
	2. Removal and Staking of rejected stones with 50 metres lead 1.5 metres lift	199.00		
	Stone breaking or Stone Crushing for the stone size			
	(a) 1.0 inch to 1.5 inches	1528.00		
	(b) Above 1.5 Inches to 3.0 Inches	1307.00		
	(c) Above 3.0 Inches to 5 Inches	765.00		
	(d) Above 5.0 Inches	628.00		
3. Sweeping and Cleaning	Unskilled	368.00	307.00	246.00
4. Watch and Ward	Without Arms	407.00	347.00	288.00
	With Arms	448.00	407.00	347.00
5. Loading and Unloading	Unskilled	368.00	307.00	246.00
6. Construction	Unskilled	368.00	307.00	246.00
	Semi-Skilled/Unskilled Supervisory	407.00	347.00	288.00
	Skilled/Clerical	448.00	407.00	347.00
	Highly Skilled	487.00	448.00	407.00
7. Non-Coal Mines		Above Ground	Below Ground	
	Unskilled	246.00	307.00	
	Semi-Skilled/Unskilled Supervisory	307.00	368.00	
	Skilled/Clerical	368.00	429.00	
	Highly Skilled	429.00	487.00	
Name of Scheduled Employment	Nomenclature			
1. Agriculture	Agriculture			

The range of minimum wages in the State Sphere is at **enlisted**.

2. Workers engaged in Stone Mines for Stone Breaking and Stone Crushing	Workers engaged in Stone Mines for Stone Breaking and Stone Crushing
3. Sweeping and Cleaning	Employment of Sweeping and Cleaning excluding Activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993
4. Watch and Ward	Employment of Watch and Ward
5. Loading and Unloading	Employment in Loading and Unloading in (i) Goods Sheds, Parcel Offices of Railways; (ii) Other Goodsheds, Godowns, Warehouses etc. and; (iii) Docks and Ports
6. Construction	Construction or maintenance of Roads or Runways or in Building Operations including laying down Underground Electric, Wireless, Radio, Television, Telephone, Telegraph and Overseas Communication Cables and similar other Underground Cabling Work, Electric Lines, Water Supply Lines and Sewerage Pipe Lines
7. Non-Coal Mines	Employees engaged in the employment of Gypsum, Barytes, Bauxite, Manganese, China Clay, Kyanite, Copper, Clay, Magnesite, White Clay, Stone, Steatite (including the mines producing Soap Stones and Talc), Orchre, Asbestos, Fire Clay, Chromite, Quartzite, Quartz, Silica, Graphite, Felspar, Laterite, Dolomite, Red Oxide, Wolfram, Iron Ore, Granite, Rock Phosphate, Hematite, Marble and Calcite, Uranium, Mica, Lignite, Grave, Slate and Magnetite Mines

CLASSIFICATION OF AREA

AREA – “A”					
Ahmedabad	(UA)	Hyderabad	(UA)	Faridabad complex	
Bangaluru	(UA)	Kanpur	(UA)	Ghaziabad	
Kolkata	(UA)	Lucknow	(UA)	Gurgaon	
Delhi	(UA)	Chennai	(UA)	Noida	
Greater Mumbai	(UA)	Nagpur	(UA)	Secunderabad	
Navi Mumbai					
AREA – “B”					
Agra	(UA)	Jodhpur		Jabalpur	(UA)
Ajmer		Kochi	(UA)	Jaipur	(UA)
Aligarh		Kolhapur	(UA)	Jalandhar	(UA)
Allahabad	(UA)	Kozhikode	(UA)	Jamshedpur	(UA)
Amravati		Kota		Puducherry	(UA)
Aurangabad	(UA)	Ludhiana		Jalandhar-cantt.	
Bareilly	(UA)	Madurai	(UA)	Dhanbad	(UA)
Bhavnagar		Meerut	(UA)	Dehradun	(UA)
Bikaner		Moradabad	(UA)	Durg-Bhilai Nagar	(UA)
Bhopal		Mysore	(UA)	Jammu	(UA)
Bhubaneshwar		Nasik	(UA)	Jamnagar	(UA)
Amritsar	(UA)	Pune	(UA)	Vijayawada	(UA)
Chandigarh	(UA)	Patna	(UA)	Vishakhapatnam	(UA)
Coimbatore	(UA)	Raipur	(UA)	Warangal	
Cuttack	(UA)	Rajkot		Mangalore	(UA)
Durgapur		Ranchi	(UA)	Salem	(UA)
Gorakhpur		Sholapur		Tiruppur	(UA)
Guwahati City		Srinagar	(UA)	Tiruchirappalli	(UA)
Guntur		Surat	(UA)	Asansol	(UA)
Gwalior	(UA)	Thiruvananthapuram	(UA)	Belgaum	(UA)
Indore	(UA)	Vadodara	(UA)	Bhiwandi	(UA)
Hubli-Dharwad		Varanasi	(UA)		
Area ‘C’ will comprise all areas not mentioned in this list.					
NB: U.A. stands for Urban Agglomeration.					

Categories

S. No.	State/UT	Unskilled		Semi Skilled		Skilled		Highly Skilled	
		Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
	Central Sphere	204.00	294.00	209.00	353.00	227.00	411.00	247.00	467.00
1	Andhra Pradesh	69.27	-	-	-	-	-	-	858.83
2	Arunachal Pradesh	150.00	170.00	160.00	180.00	170.00	190.00	-	-
3	Assam	240.00	-	280.00	-	350.00	-	450.00	-
4	Bihar	181.00	197.00	188.00	206.00	232.00	251.00	282.00	308.00
5	Chhatisgarh	157.00	242.00	201.00	247.00	210.00	256.00	236.00	266.00
6	Goa	215.00	216.00	223.00	229.00	227.00	232.00	235.00	292.00
7	Gujarat	150.00	276.00	276.00	284.00	284.00	293.00	-	-
8	Haryana	226.40	226.40	231.40	236.40	241.40	246.40	251.40	251.40
9	Himachal Pradesh	170.00	185.55	180.17	187.00	206.52	214.00	227.12	274.50
10	Jammu & Kashmir*	150.00	150.00	175.00	175.00	225.00	225.00	-	-
11	Jharkhand	210.00	225.00	220.00	240.00	290.00	335.00	259.31	360.00
12	Karnataka	198.23	-	-	-	-	-	-	343.58
13	Kerala	275.46	548.70	-	-	-	-	-	-
14	Madhya Pradesh	187.00	253.00	248.00	339.00	294.00	387.00	337.00	389.00
15	Maharashtra	180.00	315.49					-	-
16	Meghalaya	170.00	170.00	181.00	181.00	191.00	191.00	212.00	212.00
17	Manipur	122.10	122.10	129.97	129.97	132.60	132.60	-	-
18	Mizoram	220.00	220.00	250.00	250.00	310.00	380.00	-	-
19	Nagaland	115.00	115.00	125.00	125.00	135.00	135.00	145.00	145.00
20	Odisha	200.00	200.00	220.00	220.00	240.00	240.00	260.00	260.00
21	Punjab	267.13	277.13	297.13	297.13	331.63	331.63	371.33	371.33
22	Rajasthan	166.00	166.00	176.00	176.00	186.00	186.00	236.00	236.00
23	Sikkim	220.00	220.00	242.00	242.00	275.00	275.00	319.00	319.00
24	Tamil Nadu	146.00	431.86	-	-	-	-	-	-
25	Tripura	142.46	346.15	162.81	375.00	184.96	403.85	280.00	405.42
26	Uttarakhand	200.00	272.12	231.54	291.54	235.31	310.96	249.23	356.35
27	Uttar Pradesh	161.00	262.11	240.24	288.32	282.07	322.96	299.19	299.19
28	West Bengal	211.00	278.00	232.00	306.00	255.00	337.00	370.00	-
29	A. & N. Islands	274.00	285.00	286.00	294.00	338.00	363.00	363.00	384.00
30	Chandigarh	306.19	306.19	311.96	316.00	323.15	332.15	348.00	348.00
31	D & N Haveli	220.80	220.80	227.30	227.30	233.80	233.80	-	-
32	Daman & Diu	268.20	268.20	276.20	276.20	284.20	284.20	-	-
33	Delhi	316.00	353.00	349.00	390.00	384.00	429.00	-	-
34	Lakshadweep	255.20	255.20	280.50	280.20	305.20	305.20	335.20	335.20
35	Puducherry	55.00	255.00	-	-	-	-	-	-
36	Telangana	69.27	363.26						

* Data is yet to be received. Figures indicate rates of wages as on 31.12.2013 in respect of Jammu & Kashmir. Rates for unskilled workers for Assam and West Bengal exclude Tea garden workers.

The implementation of the Act 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. The details of enforcement of Minimum Wages Act in Central Sphere during the years 2012-13, 2013-14, 2014-15 and 2015-16 (upto December 2015) is at **enlisted**.

Details of Enforcement of Minimum Wages Act, 1948

in Central Sphere Establishments

Sl. No.	Particulars	2012-13	2013-14	2014-15	2015-16 *Upto Dec, 2015
1.	No. of Inspections conducted	15500	13099	6497	4904
2.	No. of Irregularities	157111	129341	64987	36887
3.	No. of Prosecution Launched	5307	5167	3566	981
4.	No. of convictions	4954	5074	2694	988

Source: Office of Chief Labour Commissioner (Central), Ministry of Labour & Employment.

This information given by Shri Bandaru Dattatreya, the Minister of State (IC) for Labour and Employment, in reply to a question in Rajya Sabha today.

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