1. Consequent Upon directions of Hon’ble Supreme Court of India in SLP No.26185-26228/2018, in case titled as GNCT of Delhi Vs. Flt. Lt. Rajan Dhall Charitable Trust and Others etc wherein the Hon’ble Court has directed to re-do the exercise afresh.

2. Accordingly, a Price Collection Committee of 4-officers namely Joint Labour Commissioner- Sh. Lallan Singh, Assistant Labour Commissioner - Sh. Amardeep, Labour Officer - Sh. Shashi Bhushan and Inspecting Officer – Sh. Manish Kumar Thakur has been constituted with the approval of competent authority which has been notified vide order No. F.140/Addl.L.C./Lab./Action/CWP-8125/2018/273 dated 06.11.2018 information has been uploaded on the website of Labour Department i.e. www.labour.delhicomm.nic.in

3. The said committee carried out market survey on 10.11.2018 and obtained prices of various food items as laid down by National Institute of Nutrition (NIN)-Hyderabad from Kendriya Bhandar (Niti Ayog outlet), Safal Outlet (Kalibadi Marg) and Mother Dairy (Baba Kharak Singh outlet). The said committee also obtained prices of clothing component from Khadi Gram Udyog (Connaught Place outlet).

4. Based on the average prices of food items and clothing component and other prescribed percentage of other components i.e. housing, light & fuel and Education/social obligation etc. as laid down by 15th Indian Labour Conference (ILC) held in 1957 which has been upheld by Hon’ble Supreme Court in Reptakos & Brett Judgment (1991), following proposed rates of minimum wages for different categories of workers, supervisory and clerical staff have been worked out in respect of all scheduled employments in Delhi.

Calculation of minimum rates of wages based on average rates obtained from Kendriya Bhandar and Khadi-Gram Udyog on 10.11.2018 and other components like housing, light & fuel and education.

COST OF FOOD INTAKE FOR A FAMILY OF 3 (Units) – (4-Members) AND PROPOSED INCREASE IN MINIMUM WAGES

FOOD – Rs.2912.10 P.M. x 3 = Rs.8,736/- P.M.

Proposed wages for unskilled category :-

1. Food (Family of 3- Unit-4 members- S.C. Judgment /ILC-1957) -Rs.8,736/-P.M
2. Clothing (72 yards P.A.= 66 mtrs. P.A.) -Rs.626/-P.M.
3. Housing(10% of food cost/Subsidized Housing scheme - ILC-1957)-Rs.874/-P.M.
4. Light & Fuel (20% of Food + Clothing + Housing - ILC-1957-) - Rs.2,047/-P.M.
5. Education (25% - Food + Clothing + Housing – S.C.) -Rs.2,559/-P.M.

Total Rs.14,842/-P.M.
1. Proposed wages for unskilled category :- Rs. 14,842/- P.M.
2. Proposed wages for semi skilled category :- Rs. 16,341/- P.M. (10.1% extra of unskilled wages)
3. Proposed wages for skilled category :- Rs. 17,991/- P.M. (10.1% extra of semi skilled wages)
4. Proposed wages for non-matriculate :- Rs. 16,341/- P.M. (same as semi skilled category)
5. Proposed wages for matriculates but not graduates :- Rs. 17,991/- P.M. (same as skilled category)
6. Proposed wages for graduates and above :- Rs. 19,572/- P.M. (8.79% extra of skilled wages)

5. Labour Department, GNCTD has adopted procedure as laid down in Section-5(1)(b) of M.W. Act, 1948 as per Hon’ble Supreme Court order dated 31.10.2018 since the choice of the procedure to be adopted for re-doing the whole exercise afresh has been given to the department.

6. Proposed rates of minimum wages have been uploaded on the website of Labour Department i.e. www.labour.delhigovt.nic.in. Suggestions/views /inputs/comments are invited from public which includes workers, trade unions, employers associations, market associations, various chambers of commerce, NGOs, members of civic society which may be sent on dedicated email i.e. addle.mw@delhi.gov.in. Comments/views /suggestions etc. can also be sent through mail addressed to Dr. Rajender Dhar, Addl. Labour Commissioner, Labour Department, Govt. of NCT of Delhi, 5-Sham Nath Marg, Delhi-110054. The said proposal shall also be advertised in various newspapers inviting Suggestions/views /inputs/comments from all stake holders and other persons likely to be affected by this proposal.

7. As per the procedure laid down in Section-5(1)(b) of M.W. Act, 1948 Suggestions/views /inputs/comments shall be received for a period of two months (60 Days) w.e.f. 12.11.2018 upto 11.01.2019. Suggestions/views/inputs/comments received after the due date shall not be considered.

8. Suggestions/views/inputs/comments/representation etc. so received shall be placed before the Delhi Minimum Wages Advisory Board which is being constituted /appointed by the Govt. u/s-7 of M.W. Act, 1948 for consideration and advising the appropriate Govt. in respect of fixing/revising minimum rates of wages for different categories of workers, supervisory and clerical staff.