

# 5

## WAGES

### INTRODUCTION

5.1 Wages means all remuneration capable of being expressed in terms of money, which would, if the terms of contract of employment, express or implied, were fulfilled, be payable to a person employed in respect of his employment or of work done in such employment. It includes house rent allowance but does not include the value of any house accommodation, supply of light, water, medical attendance or other amenity or service excluded by general or special order of appropriate Government; contribution paid by the employer to Pension/ Provident Fund or under scheme of social insurance; traveling allowance or value of traveling concession; sum paid to the person employed to defray special expenses entailed on him by the nature of his employment; or any gratuity payable on discharge.

5.2 As of now there is no uniform and comprehensive wage policy for all sectors of the economy in India. Wages in the organised sector are determined through negotiations and settlements between employer and employees. In unorganised sector, where labour is vulnerable to exploitation, due to illiteracy and having no effective bargaining power, minimum rates of wages are fixed/ revised both by Central and State Governments in the scheduled employments falling under their respective jurisdictions under the provisions of the Minimum Wages Act, 1948.

### MINIMUM WAGES ACT, 1948

5.3 The concept of Minimum Wages was first evolved by ILO in 1928 with reference to remuneration of workers in those industries where the level of wages was substantially low and the labour was vulnerable to exploitation, being not well organised and having less effective bargaining power. The need for a legislation for fixation of minimum wages in India received boost after World

War – II when a draft bill was considered by the Indian Labour Conference in 1945.

5.4 On the recommendation of the 8<sup>th</sup> Standing Labour Committee, the Minimum Wages Bill was introduced in the Central Legislative assembly on 11.4.1946 to provide for fixation of minimum wages in certain employments.

5.5 The Minimum Wages Bill was passed by the Indian Dominion Legislature and came into force on 15<sup>th</sup> March, 1948. Under the Act both State and Central Government are “Appropriate Governments” for fixation/revision of minimum rates of wages for employments covered by the Schedule to the Act.

5.6 The Central Government is responsible for fixation and revision of minimum wages for the unskilled workers in scheduled employments of Central Sphere. Scheduled Employments of Central Sphere are given in **Table-5.1**

5.7 The minimum rates of wages also include Special Allowance (Variable Dearness Allowance) linked to Consumer Price Index Number which are revised twice a year effective from April and October. The rates of minimum wages including VDA in different scheduled employments in Central Sphere are at **Table 5.2**

5.8 The rates of wages once fixed are revised at an interval not exceeding of five years. The minimum wages were last revised in 1994, under Central sphere. The minimum wages in various mines as well as constructions, laying of underground cables etc. in the central sphere have been revised vide gazette notifications S.O. no. 9(E) dated 3.1.2002 and S.O. no. 113(E) dated 28.1.2002 respectively. The rates of minimum wages in the scheduled employments as revised in the said Gazette notifications are at **Table. 5.2**.

5.9 The ranges of wages for the unskilled workers as fixed/ revised by various State Governments are at **Table 5.3**.

## NATIONAL MINIMUM WAGE

5.10 The National Minimum Wage has been considered at various fora in the past. However, State/UT Governments are not unanimous on the need of a National Minimum Wage as socio-economic conditions vary from state to state, region to region and also from industry to industry due to different geographical, topographical and agro-climatic factors.

5.11 Pending feasibility of a National Minimum Wage, the desirability of a regional minimum wage has been felt to bring in regional uniformity.

5.12 The Six Regional Minimum Wages Advisory Committees set up in 1987 to reduce regional disparities among States have been broadened and renamed as Regional Labour Ministers' Conferences.

5.13 The 28th Indian Labour Conference in 1985 recommended a national basic subsistence level wage below which no wages may be fixed regardless of the nature of work, nature of employment and other considerations.

5.14 In the absence of uniformity in minimum wages the Central Government adopted the concept of national floor level minimum wage and fixed it at Rs.35/- per day in 1996, based on the recommendation of the National Commission on Labour in 1991 and subsequent increase at the price level.

5.15 The Central Government raised the national floor level minimum wage to Rs.40/- per day in 1998 and further to Rs.45/- w.e.f. 30.11.1999, keeping in view the rise in consumer price index. All the State/UT Governments were also directed to ensure fixation of minimum rates of wages in all the scheduled employments not below Rs.45/- per day.

## ENFORCEMENT OF MINIMUM WAGES

5.16 Minimum Wages under Central sphere are enforced through Central Industrial Relations Machinery (CIRM). Table 5.4 presents cases of enforcement by CIRM. Under State sphere the enforcement is ensured by the State machinery.

5.17 Central Board for Workers Education gives wide publicity of provisions of Minimum Wages Act, besides other awareness programmes through mass media.

5.18 Industry -wise special studies on implementation of minimum wages are conducted by Labour Bureau.

5.19 Consumer Price Index determines changes in commodity cost and changes in cost of living of the workers. The index is used in determining VDA.

5.20 Separate baskets of goods and services are used for compilation of consumer Price Index for Industrial, Agricultural and Rural Workers.

5.21 The Consumer Price Index for Industrial workers (base 1982) and Agricultural & Rural Labourers (Base 1986-87) are compiled on the basis of price data collected from specified markets.

5.22 The yearly variation in Consumer Price Index for Industrial Workers and Agricultural Labourers are presented from 1984-85 onwards in Table 5.5.

5.23 Tables 5.6 and 5.7 present monthly variation in consumer price index for Industrial and Agricultural Workers respectively.

5.24 Tables 5.8 and 5.9 present annual rate of inflation for Industrial Workers and Agricultural Labourers computed monthly on point-to-point basis.

5.25 The Government has been in the process of finalising certain amendments to the Minimum Wages Act, 1948 with a view to make the provisions more pro-worker.

## THE PAYMENT OF WAGES ACT, 1936

5.26 The Payment of Wages Act, 1936 was enacted to regulate payment of wages to the employees employed in Industry and to ensure a speedy and effective remedy to them against illegal deductions and/or unjustified delay caused in paying wages to them. The specific day for paying the wages is 7th day of the month in case of industries employing less than 1000.

5.27 Amendments to various sections of the Act with a view to make it more effective are under active consideration of the Government.

## PAYMENT OF BONUS ACT, 1965

5.28 The Payment of Bonus Act, 1965 provides for payment of bonus to employees as defined under the Act. According to the Act, "employee" means any person (other than an apprentice) employed on a salary or wage

not exceeding Rs.3500 per mensem in any industry to do any skilled or unskilled, manual, supervisory, managerial, administrative, technical or clerical work for hire or reward. However, according to Section 12 of the Act, the bonus payable to employees whose salary or wage exceeds Rs.2500 per mensem has to be calculated as if his salary or wage were Rs.2500 per mensem. The above wage ceilings under Section 2 (13) and Section 12 of the Act respectively were last revised vide Payment of Bonus (Amendment) Ordinance, 1995 promulgated on 9th July 1995 and made effective from 1st April, 1993. After the amendment of the Payment of Bonus Act, a number of establishments challenged the retrospective effect of the amendment of the Act by filing write petitions in various High Courts. The Government decided to contest all such cases and in two cases filed at the

High Court of Jaipur the action of Government of India with regard to the retrospectively of the notification was up held by the Hon'ble Court. A proposal to amend the Payment of Bonus Act, 1965 so as to revise the eligibility & calculation ceilings is under examination of the Governments keeping in view its wide ranging financial implications as the benefits of enhanced bonus are required to be extended to the employees of PSUs ( both Central & State), Central/State Governments and autonomous Organisations besides private sector resulting in huge financial burden to the Government exchequer. The issue is also seized of by the Second National Commission on Labour set up to suggest umbrella legislation for ensuring minimum level of protection to the workers in the unorganised sector and rationalise labour laws in respect of organized sector.

Table 5.1

**SCHEDULED EMPLOYMENTS FOR WHICH CENTRAL GOVERNMENT HAS FIXED  
MINIMUM WAGES UNDER THE MINIMUM WAGES ACT, 1948**

Sl. No.	Name of Employment	Basic Wage w.e.f.	Minimum wage including VDA to the lowest paid
1.	Agriculture	11.11.99	Rs. 83.02
2.	Stone mines for Stone breaking or stone crushing.	1.8.97	Rs. 67.42
3.	Construction or maintenance of roads or building operations.	1.10.2001	Rs.52.00
4.	Maintenance of buildings	-do-	-do-
5.	Construction and Maintenance of Runways.	-do-	-do-
6.	Gypsum mines.	-do-	-do-
7.	Barites mines.	-do-	-do-
8.	Bauxite mines.	-do-	-do-
9.	Manganese mines.	-do-	-do-
10.	China Clay mines.	-do-	-do-
11.	Kyanite mines.	-do-	-do-
12.	Copper mines.	-do-	-do-
13.	Clay mines.	-do-	-do-
14.	Stone mines.	-do-	-do-
15.	White Clay mines.	-do-	-do-
16.	Ochre mines.	-do-	-do-

Sl. No.	Name of Employment	Basic Wage w.e.f.	Minimum wage including VDA to the lowest paid
17.	Fire Clay mines	1.10.2001	Rs. 52.00
18.	Steatite (Soapstone and Talc) Mines	-do-	-do-
19.	Asbestos mines	-do-	-do-
20.	Chromite mines	-do-	-do-
21.	Quarzite mines	-do-	-do-
22.	Quartz mines	-do-	-do-
23.	Silica mines	-do-	-do-
24.	Magnesite mines	-do-	-do-
25.	Graphite mines	-do-	-do-
26.	Felspar mines	-do-	-do-
27.	Redoxide mines	-do-	-do-
28.	Laterite mines	-do-	-do-
29.	Dolomite mines	-do-	-do-
30.	Iron Ore mines	-do-	-do-
31.	Granite mines	-do-	-do-
32.	Wolfram mines	-do-	-do-
33.	Magnetite mines	-do-	-do-
34.	Rock phosphate mines	-do-	-do-
35.	Hematite mines	-do-	-do-
36.	Marble and Calcite mines	-do-	-do-
37.	Uranium mines	-do-	-do-
38.	Mica mines	-do-	-do-
39.	Employment in Lignite Mines	-do-	-do-
40.	Employment in Gravel Mines	-do-	-do-
41.	Employment in the Slate Mines	-do-	-do-
42.	Employment in laying down of underground electric, Wireless, radio, television, telephone, telegraph and overseas communication cables and similar other underground cabling, electric lines, water supply lines and sewerage pipe lines	-do-	-do-
43.	Security Services *	31.5.2001	Rs.70.00
44.	Loading, unloading in Railways' goods shed	12.7.94	Rs.50.33
45.	Ash Pit Cleaning in Railways	-do-	-do-

\* **Rate as per Draft Notification.**  
**Source :** Wage Cell, Ministry of Labour.

<b>Table 5.2</b>			
<b>Minimum Rates of Wages Fixed by the Central Government as on 1.10.2001</b>			
<b>(Rs. per day)</b>			
	<u>AREA 'A'</u>	<u>AREA 'B'</u>	<u>AREA 'C'</u>
<b>I. CONSTRUCTION</b>			
Unskilled	65.00	63.00	52.00
Semi-skilled/Unskilled Supervisory	78.00	76.00	63.00
Skilled/Clerical	100.00	94.00	80.00
Highly Skilled	118.00	116.00	94.00
<b>II. AGRICULTURE</b>			
Unskilled	92.71	85.02	83.02
Semi-skilled/Unskilled Supervisory	102.40	94.71	86.87
Skilled/Clerical	112.08	102.40	93.71
Highly Skilled	124.61	114.93	102.40
<b>III. LOADING/UNLOADING AND ASH PIT CLEANING IN RAILWAY</b>	72.61	57.13	50.33
<b>IV. MINING</b>	<b>ABOVEGROUND</b>	<b>BELOW GROUND</b>	
Unskilled	52.00	63.00	
Semi-skilled/Unskilled Supervisory	63.00	76.00	
Skilled/Clerical	76.00	93.00	
Highly Skilled	93.00	111.00	
<b>V. STONE BREAKING OR STONE CRUSHING (on piece rate basis)</b>			
1. Excavation & removal over burden with 50 meters lead/1.5 meters lift			
(i) Soft Soil		84.54*	
(ii) Soft Soil with rock		128.82*	
(iii) Rock		170.07*	
2. Removal and stacking of rejected stones with 50 meters lead 1.5 meters lift			
		67.42	
3. Stone breaking or Stone crushing for the stone size of:-			
(i) 1.0 inch to 1.5 inches		528.34**	
(ii) Above 1.5 inches to 3.2 inches		451.83**	
(iii) Above 3.0 inches to 5.0 inches		263.67**	
(iv) Above 5.0 inches		216.36**	
* Per 2.831 cubic metres (100 cubic feet)			
** Per truck load of 5.662 cubic metres (200 cft)			
<b>Note :-</b> Area A : includes Metropolitan Cities and Ahmedabad, Lucknow, Nagpur, Kanpur and Greater Bombay			
Area B : includes 54 cities mainly with a population of 1 lakh			
Area C : includes all other areas			
Source : Wage Cell, Ministry of Labour.			

<b>Table 5.3</b>				
<b>STATE-WISE DETAILS OF MINIMUM WAGES</b>				
<b>As on 1.10.2001</b>				
SI.	Centre/States/UTs.	No. of Scheduled Employments	Range of Minimum Wages per day (in Rs.) @	
			Minimum	Maximum
(1)	(2)	(3)	(4)	(5)
1.	Central Sphere	45	52.00	124.61
2.	Andhra Pradesh	61	27.00	63.19
3.	Arunachal Pradesh	25	39.87	42.11
4.	Assam	74	32.80	50.70
5.	Bihar	74	37.88	58.64
6.	Goa	20	28.00	125.00
7.	Gujarat	51	64.80	95.40
8.	Haryana	50	70.30	78.85
9.	Himachal Pradesh	24	51.00	-
10.	Jammu & Kashmir	18	30.00	-
11.	Karnataka	64	49.42	77.37
12.	Kerala	38	30.00	143.67
13.	Madhya Pradesh	36	50.40	56.46
14.	Maharashtra	65	08.46	116.55
15.	Manipur	5	44.65	65.15
16.	Meghalaya	24	50.00	-
17.	Mizoram	3	70.00	-
18.	Nagaland	36	45.00	-
19.	Orissa	83	42.50	-
20.	Punjab	60	69.25	151.20
21.	Rajasthan	38	50.36	63.31
22.	Sikkim	Minimum Wages Act, 1948 have not yet been extended and enforced.		
23.	Tamil Nadu	63	44.93	109.50
24.	Tripura	11	25.00	53.05
25.	Uttar Pradesh	62	42.02	70.62
26.	West Bengal	47	58.90	165.78
<b>UNION TERRITORIES</b>				
27.	Andaman & Nicobar Islands	5	70.00	88.88
28.	Chandigarh	44	81.65	-
29.	Dadra & Nagar Haveli	43	50.00	71.00
30.	Daman & Diu	71	50.00	60.00
31.	Delhi	29	70.70	99.70
32.	Lakshadweep	9	46.80	-
33.	Pondicherry	4	19.25	65.00

@: Excludes employments wages fixed on piece rate basis.

Source: Wage Cell, Ministry of Labour.

Table 5.4						
Enforcement of Provisions of Wage Laws by Central Industrial Relations Machinery (CIRM) during 2000-2001						
Sl. No.	Name of the Act	No of Inspections done	Irregularities rectified	Prosecutions Launched	Convictions Obtained	Claims field
1	2	3	4	5	6	7
1	Payment of Wages Act, 1936					
	i) Mines	4951	52720	1533	1336	-
	ii) Railways	1393	9430	-	-	-
	iii) Air Transport	171	824	13	12	-
2	Minimum Wages Act, 1940	13222	177390	9549	3541	2872
3	Contract Labour (R&A) Act, 1970	5268	82290	3903	2019	138
4	Equal Remuneration Act, 1976	4112	4429	903	496	6
5	Payment of Bonus Act, 1965	1003	1225	45	26	-
6	Child Labour (P&R) Act, 1986	1302	2462	15	15	01

Source :- Office of the Chief Labour Commissioner ( Central).

Table 5.5				
Comparative Statement of variations in Consumer Price Indices (CPI) for Industrial Workers (IW) and Agricultural Labourers (AL)				
Year	CPI(IW)	percentage Variation (annual)	CPI(AL) variation (annual)	Percentage
1	2	3	4	5
1984-85	582	6.40	521	0.19
1985-86	620	6.53	546	4.80
1986-87	674	8.71	572	4.76
1987-88	736	9.20	629	9.97
1988-89	802	8.97	708	12.56
1989-90	853	6.36	746	5.37
1990-91	951	11.49	803	7.64
1991-92	1080	13.56	958	19.30
1992-93	1183	9.54	1076	12.32
1993-94	1272	7.52	1114	3.53
1994-95	1400	10.06	1247	11.94
1995-96	1543	10.21	1381	10.75
1996-97	1686	9.27	1508	9.20
1997-98	1804	7.00	1555	3.12
1998-99	2041	13.14	1726	11.00
1999-2000	2110	3.38	1802	4.40
2000-2001	2189	3.74	1796	-0.33

Base: CPI (IW=1960=100), CPI (Agriculture Labourers- (1960-61=100)

Note:1. Index values are annual average of the respective financial year.

2. Base: CPI(Agricultural Labourers) 1960-61=100 CPI (IW) 1960=100. Values of CPI-IW for the year 1988-89 onwards(w.e.f. October, 1988 index) have been derived from the figures of CPI (IW) base 1982=100 by conversion factors(4.93). Similarly in case of CPI (AL) values for the year 1995-96 w.e.f. Nov., 1995 index have been derived from the figures of CPI (AL) on 1996 base 1986-87=100 by using the relevant linking factor (5.59).

Source:- Labour Bureau, Shimla /Chandigarh.

TABLE 5.6

## MONTHLY VARIATION IN CPI (IW) (BASE 1982 = 100)

Month	1992-93		1993-94		1994-95		1995-96		1996-97		1997-98		1998-99		1999-2000		2000-2001		2001-2002	
	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month
April	231	0.87	245	0.82	269	0.75	295	0.68	324	1.57	354	0.85	383	0.79	415	0.24	438	0.92	448	0.67
May	234	1.30	246	0.41	272	1.12	300	1.69	328	1.23	352	-0.56	389	1.57	419	0.96	440	0.46	451	0.67
June	236	0.85	250	1.63	277	1.84	306	2.00	333	1.52	355	0.85	399	2.57	420	0.24	442	0.45	457	1.33
July	242	2.54	253	1.20	281	1.44	313	2.29	339	1.80	358	0.85	411	3.01	424	0.95	445	0.68	463	1.31
August	242	0.00	256	1.19	284	1.07	315	0.64	343	1.18	359	0.28	413	0.49	426	0.47	443	-0.45	466	0.65
September	243	0.41	259	1.17	288	1.41	317	0.63	344	0.29	361	0.56	420	1.69	429	0.70	444	0.23		
October	244	0.41	262	1.16	289	0.35	319	0.63	346	0.58	365	1.11	433	3.10	437	1.86	449	1.13		
November	244	0.00	265	1.15	291	0.69	321	0.63	349	0.87	366	0.27	438	1.15	438	0.23	450	0.22		
December	243	-0.41	264	-0.38	289	-0.69	317	-1.25	350	0.29	372	1.64	429	-2.05	431	-1.60	446	-0.89		
January	241	-0.82	263	-0.38	289	0.00	315	-0.63	350	0.00	384	3.23	420	-2.10	431	0.00	445	-0.22		
February	242	0.41	265	0.76	291	0.69	316	0.32	350	0.00	382	-0.52	415	-1.20	430	-0.23	443	-0.45		
March	243	0.41	267	0.75	293	0.69	319	0.95	351	0.29	380	-0.52	414	-0.24	434	0.93	445	0.45		

Source: Labour Bureau, Shimla/Chandigarh



TABLE 5.7

## Monthly Variation in CPI (AL) (Base 1960-61=100) and (Base 1986-87=100)

Month	1992-93		1993-94		1994-95		1995-96		1996-97		1997-98		1998-99		1999-2000		2000-2001		2001-2002	
	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month
April	1046	0.00	1039	-1.33	1165	-0.85	1306	0.46	240	1.27	261	-0.38	273	0.37	295	-0.34	307	0.33	301	0.33
May	1058	1.15	1038	-0.10	1175	0.86	1316	0.77	243	1.25	258	-1.15	276	1.1	298	1.02	310	0.98	303	0.66
June	1068	0.95	1057	1.83	1189	1.19	1337	1.6	247	1.65	259	0.39	282	2.17	301	1.01	310	0.00	306	0.99
July	1090	2.06	1068	1.04	1211	1.85	1387	3.74	252	2.02	261	0.77	289	2.48	304	1.00	310	0.00	309	0.98
August	1114	2.20	1088	1.87	1231	1.65	1405	1.3	256	1.59	262	0.38	293	1.38	308	1.32	308	-0.65	312	0.97
September	1112	-0.18	1113	2.3	1251	1.62	1413	0.57	259	1.17	263	0.38	297	1.37	310	0.65	306	-0.65		
October	1099	-0.17	1134	1.89	1265	1.12	1411	-1.14	260	0.39	263	0.00	304	2.36	315	1.61	305	-0.33		
November	1085	-1.27	1156	1.94	1285	1.58	*240	0.21	262	0.77	262	-0.38	310	1.97	316	0.32	306	0.33		
December	1067	-1.66	1166	-0.87	1297	-0.93	238	-0.83	263	0.38	265	1.15	305	-1.58	311	-1.58	303	-0.98		
January	1066	-0.09	1166	0.00	1292	-0.39	236	-0.84	262	-0.38	274	3.40	299	-1.97	307	-1.29	301	-0.66		
February	1058	-0.75	1166	0.00	1301	0.7	236	0.00	263	0.38	273	-0.36	297	-0.67	306	-0.33	299	-0.66		
March	1053	0.47	1175	0.77	1300	0.08	237	0.42	262	0.38	272	-0.37	296	-0.34	306	0.00	300	0.33		

\* The Labour Bureau has switched over to the new series of CPI Numbers for Agricultural Labourers on base 1986- 87=100 replacing the old series (1960-61=100) w.e.f. November, 1995. In order to maintain the continuity of index numbers series for Agricultural Labourers the linking factor for all-India General Index has been derived at 5.89

@ Figures estimated on the basis of linking factor for percentage variation. The index for the month of November, 1995 on old base was 1414

Source: Labour Bureau, Shimla/Chandigarh

TABLE 5.8

## ANNUAL RATE OF INFLATION BASED ON ALL INDIA CONSUMER PRICE INDEX FOR INDUSTRIAL WORKERS (1982 = 100)

Month	1992		1993		1994		1995		1996		1997		1998		1999		2000		2001	
	Index	Rate of Inflation @	Index	Rate of Inflation @	Index	Rate of Inflation @	Index	Rate of Inflation @	Index	Rate of Inflation @	Index	Rate of Inflation @	Index	Rate of Inflation @	Index	Rate of Inflation @	Index	Rate of Inflation @	Index	Rate of Inflation @
January	228	12.87	241	5.70	263	9.13	289	9.89	315	9.00	350	11.11	384	9.71	420	9.38	431	2.62	445	3.25
February	229	13.37	242	5.68	265	9.50	291	9.81	316	8.59	350	10.76	382	9.14	415	8.64	430	3.61	443	3.02
March	229	13.93	243	6.11	267	9.88	293	9.74	319	8.87	351	10.03	380	8.26	414	8.95	434	4.83	445	2.53
April	231	14.36	245	6.06	269	9.80	295	9.67	324	9.83	354	9.26	383	8.19	415	8.36	438	5.54	448	2.28
May	234	14.71	246	5.13	272	10.57	300	10.29	328	9.33	352	7.32	389	10.51	419	7.71	440	5.01	451	2.50
June	236	12.92	250	5.93	277	10.80	306	10.47	333	8.82	355	6.61	399	12.39	420	5.26	442	5.24	457	3.39
July	242	13.08	253	4.55	281	11.07	313	11.39	339	8.31	358	5.60	411	14.80	424	3.16	445	4.95	463	4.04
August	242	11.52	256	5.79	284	10.94	315	10.92	343	8.89	359	4.66	413	15.04	426	3.15	443	3.99	466	5.19
September	243	9.95	259	6.58	288	11.20	317	10.07	344	8.52	361	4.94	420	16.34	429	2.14	444	3.50		
October	244	9.42	262	7.38	289	10.31	319	10.38	346	8.46	365	5.49	433	18.63	437	0.92	449	2.75		
November	244	8.44	265	8.61	291	9.81	321	10.31	439	8.72	366	4.87	438	19.67	438	0.00	450	2.74		
December	243	8.00	264	8.64	289	9.47	317	9.69	350	10.41	372	6.29	429	15.32	431	0.47	446	3.48		

N.B:@ percentage increase over the figure of the corresponding month of the previous year

Source: Labour Bureau, Shimla/Chandigarh

TABLE 5.9

## Annual Rate of Inflation Based on All India Consumer Base Index for Agricultural Labourers (Base 1960-61=100/1986-87=100)

Month	1992-93		1993-94		1994-95		1995-96		1996-97		1997-98		1998-99		1999-2000		2000-2001		2001-2002			
	Index	Rate of Inflation@	Index	Rate of Inflation@	Index	Rate of Inflation@	Index (1960-61=100)	Rate of Inflation@ (1986-87=100)*	Index (1960-61=100)	Rate of Inflation@ (1986-87=100)	Index	Rate of Inflation@	Index	Rate of Inflation@	Index	Rate of Inflation@	Index	Rate of Inflation@	Index	Rate of Inflation@		
January	1015	20.40	1066	5.02	1166	9.38	1292		10.81	1390	236	7.59	262	11.02	274	4.58	299	9.12	307	2.68	301	-1.95
February	1038	20.56	1058	1.93	1166	10.21	1301		11.58	1390	236	6.84	263	11.44	273	3.80	297	8.79	306	3.03	299	-2.29
March	1046	21.91	1053	0.67	1175	11.59	1300		10.64	1396	237	7.38	262	10.55	272	3.82	296	8.82	306	3.38	300	-1.96
April	1046	22.63	1039	-0.67	1165	12.13	1306		12.10	1414	240	8.27	261	8.75	273	4.60	295	8.06	307	4.07	301	-1.95
May	1058	23.89	1038	-1.89	1175	13.16	1316		12.00	1431	243	8.74	258	6.17	276	6.98	298	7.97	310	4.03	303	-2.26
June	1068	21.92	1057	-1.03	1189	12.49	1337		12.45	1455	247	8.83	259	4.86	282	8.88	301	6.74	310	2.99	306	-1.29
July	1090	20.58	1068	-2.02	1211	13.39	1387		14.53	1484	252	6.99	261	3.57	289	10.73	304	5.19	310	1.97	309	-0.32
August	1114	19.02	1088	-2.33	1231	13.14	1405		14.13	1508	256	7.33	261	3.57	289	10.73	304	5.19	310	1.97	312	1.30
September	1112	14.05	1113	0.09	1251	12.40	1413		14.13	1526	259	8.00	259	8.00	263	1.54	297	12.93	310	4.38	311	1.63
October	1099	11.01	1134	3.18	1265	11.55	1411		11.54	1531	260	8.50	263	1.15	304	15.59	315	3.62	305	-3.17	313	2.62
November	1085	8.61	1156	6.54	1285	11.16	1414	240	10.04		262	9.17	262	0.00	310	18.32	316	1.94	306	-3.16		
December	1067	5.85	1166	9.28	1297	11.23	1402	238	8.10		263	10.50	265	0.76	305	15.09	311	1.97	303	-2.57		

N.B: In case of CPI(AL) values w.e.f. November, 1995 to October 1996 have been derived from the figures of CPI(AL) on base 1986-87=100 by using the relevant linking factor.

\* Effective from the months of November 1995 the Labour Bureau has switched over to the new series of CPI Nos for agricultural labourers on base 1986-87=100 replacing the old series (base 1960-61=100) In order to maintain the continuity of index nos. series for agricultural labourers, the linking factor for All India General index have been derived at 5.89

@ percentage increase over the figure of the corresponding month of the previous year

Source: Labour Bureau, Shimla/Chandigarh