

**INDIAN COUNCIL OF AGRICULTURAL RESEARCH  
KRISHI BHAVAN : NEW DELHI**

F.No.GAC-21-40/2019-Cdn.

Dated <sup>1st Aug.</sup> ~~July~~, 2019

To

All Directors/Project Directors of ICAR Research Institutes/National Research  
Centres/Project Directorates/Bureaux/ATARIs

**Subject:-Applicability of agricultural labour rates in ICAR Institutes – Regarding**

Sir/Madam,

The matter regarding applicability of labour rate i.e., whether Industrial rates or Agricultural rates, has been considered by the Council.

Part-II of the Minimum Wages Act of the Government of India reads as under:-

"Employment in Agriculture, that is to say, in any form of farming, including the cultivation and tillage of the soil, dairy farming, the production, cultivation, growing and harvesting of any agricultural or horticultural commodity, the raising of live-stock, bees or poultry, and any practice performed by a farmer on a farm as incidental to or in conjunction with farm operations (including any forestry or timbering operations and the preparation for market and delivery to storage or to market or to carriage for transportation to market of farm produce)".

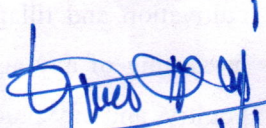
Ministry of Labour and Employment, Government of India vide its order No. 1/8(1)/2019-LS-II dated 27.3.2019 has revised the Minimum Wages for Agricultural sector issued vide gazette notification dated 19.1.2017. As per the Gazette notification dated 19.1.2017, broad category of workers is enlisted as unskilled and there are also categories of the semi-skilled/unskilled supervisory/highly skilled/clerical relating to work discharged by the workers employed. The notification dated 19.1.2017 also lays down that minimum wages include the wages for weekly day to rest; such rates shall also be applicable to employees engaged by contractors; same is payable to disabled employees as payable to workers of appropriate category and both men & women will get same wages for same work. The minimum wages and variable DA both constitute the minimum wages to be enforceable under Minimum Wages Act. Classification of the Areas has also been given for the purpose of minimum wages.

As ICAR is an agricultural organisation, all activities undertaken in the Institutes of



the ICAR are covered under Part II of the schedule to the Minimum Wages Act. Orders/notifications issued by the Ministry of Labour & Employment, Government of India fixing minimum wages for employees in agriculture sector shall be applicable to the workmen/employees in the Institutes of the Council. The Industrial rates are **not** applicable to the ICAR Institutes as industrial rates are applicable to workers employed in gypsum mines, barytes mines, bauxite mines and so on and so forth and ICAR Institutes are not involved in such activities.

Hence agricultural labour rates prescribed in the order No.1/8(1)/2019-LS-II dated 27.3.2019 issued by Ministry of Labour & Employment, Government of India may be made applicable for the agriculture labours in the Institutes w.e.f. 1.4.2019. Future revision for workmen/employees in the agricultural sector shall have to be followed keeping in view the category of the workmen/employees engaged.

  
(Girish Bhatt)  
Deputy Secretary (GAC) 11/8/19

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