

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 3554
TO BE ANSWERED ON 08.08.2022**

NATIONAL WAGE RULES

**†3554. SHRI CHANDAN SINGH:
SHRIMATI NAVNEET RAVI RANA:
MS. LOCKET CHATTERJEE:
SHRI DILESHWAR KAMAIT:
SHRI CHHEDI PASWAN:
SHRIMATI RAMA DEVI:**

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

- (a) whether the Government is aware that some companies in the country are not complying with the National Wage Rules, if so, the details thereof;**
- (b) whether the Government has maintained a database of such violations, if so, the details thereof;**
- (c) the number of complaints regarding violation of Wage Rules registered during the last three years and the current year;**
- (d) the number of complaints out of these acted upon and the number of complaints still pending, if so, the details thereof and if not, the reasons therefor; and**
- (e) whether any compensation has been given to the people who felt aggrieved due to non-compliance of the rules, if so, the details thereof?**

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SHRI RAMESWAR TELI)**

(a) to (e): The Central Government and the State Governments are appropriate Governments to enforce the provisions of the Payment of Wages Act, 1936, and the Minimum Wages Act, 1948, in their respective jurisdictions. In the Central sphere the enforcement is done through the Inspecting Officers of the Chief Labour Commissioner (Central) commonly designated as Central Industrial Relations

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Machinery (CIRM) and the compliance in the State Sphere is ensured through the State enforcement machinery. The designated inspecting officers conduct regular inspections and in the event of detection of any case of non-payment or underpayment of wages/minimum wages, they direct the employers to make payment of the shortfall of wages. In case of non-compliance, penal provisions prescribed under sections 17A and 20 of the Payment of Wages Act, 1936 and section 22 of the Minimum Wages Act, 1948 are taken recourse to. The details in regard to enforcement of the provisions of the Payment of Wages Act, 1936, and the Minimum Wages Act, 1948, in the Central Sphere are annexed. Details of enforcement in respect of the State sphere are not centrally maintained.

ANNEXURE REFERRED TO IN REPLY TO PART (a) to (e) OF LOK SABHA UN-STARRED QUESTION No. 3554 FOR 08.08.2022 REGARDING NATIONAL WAGE RULES.

Details of Inspections, Prosecutions and Convictions done under the Minimum Wages Act, 1948

Particulars	No. of Inspections Conducted	No. of Irregularities detected	No. Irregularities Rectified	No. of Prosecutions Launched	No. of Convictions
1	2	3	4	5	6
2019-20	7690	59950	23397	1609	412
2020-21	2114	13949	7566	501	174
2021-22	5022	35983	8726	492	167
2022-23 (up to June, 2022)	2095	14823	3087	170	48

Claim cases under Minimum Wages Act, 1948

Year	CLAIMS FILED UNDER MINIMUM WAGES ACT, 1948			
	FILED	DECIDED	AWARDED	No. of WORKERS BENEFITED
1	2	3	4	5
2019-20	3470	754	Rs. 217981002/-	5297
2020-21	3763	1334	Rs. 270202177/-	7631
2021-22	5297	2102	Rs. 177722490/-	7487
2022-23 (up to June, 2022)	3457	447	Rs. 109749197/-	1733

Details of Inspections, Prosecutions and Convictions done under the Payment of Wages Act, 1936

Particulars	No. of Inspections Conducted	No. of Irregularities detected	No. Irregularities Rectified	No. of Prosecutions Launched	No. of Convictions
1	2	3	4	5	6
2019-20	2629	16004	9622	317	57
2020-21	928	5003	4209	145	34
2021-22	2140	12325	3857	423	39
2022-23 (up to June, 2022)	506	3273	1347	53	13

Claim cases under Payment of Wages Act, 1936

Year	CLAIMS FILED UNDER Payment of WAGES ACT, 1936			
	FILED	DECIDED	AWARDED	No. of WORKERS BENEFITED
1	2	3	4	5
2019-20	319	187	Rs. 12192780/-	278
2020-21	336	204	Rs. 166136127/-	2778
2021-22	811	400	Rs. 298027109/-	5277
2022-23 (up to June, 2022)	508	95	Rs. 20160631/-	556
