

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 2516
TO BE ANSWERED ON 18.12.2023**

MINIMUM WAGES

**2516. SHRI NALIN KUMAR KATEEL:
SHRI D.K. SURESH:
SHRI JANARDAN SINGH SIGRIWAL:**

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

- (a) whether it is true that the rates of minimum wages fixed are equally applicable to both public and private sector and if so, the details thereof;**
- (b) whether the Government has received any complaints/representations for non-payment of Minimum Wages to private sector employees;**
- (c) if so, the details thereof and the number of complaints received during the last three years, State-wise;**
- (d) whether the Government has taken any action against persons violated the Minimum Wages Act and if so, the details thereof;**
- (e) whether any health scheme for workers of the unorganized sector is being implemented or under consideration with the Government and if so, the details thereof; and**
- (f) the other steps being taken by the Government for welfare of workers of rural areas particularly in aspirational districts of the country?**

ANSWER

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

(a): The Minimum Wages Act, 1948, provides for fixing minimum rates of wages in scheduled employments including those in the private sector. Both the Central Government and the State Governments are appropriate Governments to fix, review and revise the minimum wages in scheduled employments in their respective jurisdiction and the minimum rates of wages so fixed are equally applicable to both public and private sector.

(b) to (d): Both the Central Government and the State Governments are the appropriate Governments to enforce the provisions of the Minimum Wages Act, 1948, including the provisions relating to non-payment of

Contd..2/-

wages/minimum wages, in their respective jurisdictions. The enforcement in the Central sphere is secured through the inspecting officers of the Chief Labour Commissioner (Central) commonly designated as Central Industrial Relations Machinery (CIRM) and in the State Sphere 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 under-payment of minimum wages, they direct the employers to make payment of the shortfall of wages. In case of non-compliance, penal provisions prescribed under section 22 of the Minimum Wages Act, 1948 are taken recourse to. The details in regard to enforcement of the minimum wages in the Scheduled employments in the Central Sphere for the last three years are annexed. Details of enforcement of the provisions of the Minimum Wages Act, 1948, in the State sphere are not centrally maintained.

(e) & (f): The Government is implementing the Unorganised Workers social security Act (UWSS), 2008, across the country including rural areas to provide social security to unorganized workers by formulating suitable welfare schemes on the matters relating to: (i) life and disability cover; (ii) health and maternity benefits; (iii) old age protection; and (iv) any other benefit as may be determined by the Central Government.

Life and disability cover is provided through Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY) and Pradhan Mantri Suraksha Bima Yojana (PMSBY) based on contribution made by subscriber. PMJJBY is available to the people in the age group of 18 to 50 years and it provides for risk coverage Rs. 2.00 lakh in case of death, due to any reason, at an annual premium of Rs. 436/-. The Pradhan Mantri Suraksha Bima Yojana (PMSBY) is available to the people in the age group of 18 to 70 years with risk coverage of Rs 2.00 lakh in case of accidental death or total permanent disability and Rs. 1.00 lakh for partial permanent disability on payment of annual premium of Rs. 20.

The Ayushman Bharat-Pradhan Mantri Jan Arogya Yojana (ABPMJAY) provides an annual health cover of Rs. 5 lakhs per eligible family for secondary and tertiary care hospitalization.

In order to provide old age social security cover to unorganized workers, the Government of India launched Pradhan Mantri Shram Yogi Maan-Dhan (PM-SYM) pension scheme in 2019. It provides monthly pension of Rs. 3000/- to an unorganized worker on attaining the age of 60 years. The unorganized workers in the age group of 18-40 years whose monthly income is Rs.15000/- or less and who are not a member of EPFO/ESIC/NPS (Govt. funded) can join the PM-SYM Scheme. Under this scheme 50% of the monthly contribution is payable by the beneficiary and equal matching contribution is paid by the Central Government.

Annexure

Annexure referred to in reply to part (b) to (d) of Lok Sabha Un-Starred Question No. 2516 for 18.12.2023 regarding Minimum Wages.

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

Year	No. of inspections conducted	No. of Irregularities detected	No. of Irregularities rectified	No. of Prosecutions launched	No. of convictions
(1)	(2)	(3)	(4)	(5)	(6)
2021-22	5022	35983	8726	492	167
2022-23	5636	37012	10294	1019	281
2023-24 (up to October, 2023)	3064	14946	6964	393	155

Claim cases under Minimum Wages Act, 1948

YEAR	CLAIMS FILED UNDER MINIMUM WAGES ACT, 1948			
	FILED	DECIDED	AWARDED (Rs.)	NO. OF WORKERS BENEFITTED
(1)	(2)	(3)	(4)	(5)
2021-22	5297	2102	17,77,22,490/-	7487
2022-23	3044	2981	32,80,07,597/-	14757
2023-24 (up to October, 2023)	2137	1380	27,08,75,457.6/-	5317
