

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA  
UNSTARRED QUESTION NO. 386  
TO BE ANSWERED ON 05.02.2024**

**MINIMUM WAGES TO CONSTRUCTION WORKERS**

**386. SHRI MOHAMMED FAIZAL P.P.:**

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

- (a) whether it is a fact that more than 87% construction workers are not receiving minimum wages in the country;**
- (b) if so, the details thereof and the reasons therefor;**
- (c) whether the Government has any plan to make insurance for construction workers mandatory, considering the high health and safety risks associated with their job; and**
- (d) if so, the details thereof?**

**ANSWER**

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

**(a) & (b): Under the provisions of the Minimum Wages Act, 1948, both the Central Government and the State Governments are appropriate Governments to fix, review and revise the minimum wages of the employees employed in the scheduled employments under their respective jurisdictions.**

**Both the Central Government and the State Governments are the appropriate Governments to enforce the provisions of the Payment of Wages Act, 1936, and the Minimum Wages Act, 1948, including the provisions relating to non-payment of wages/minimum wages, 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 Machinery (CIRM) and the compliance in the State Sphere is ensured through the State Enforcement Machinery.**

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**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 Section 22 of the Minimum Wages Act are taken recourse to.**

**(c) & (d): A Model Welfare Scheme for Building and other Construction (BOC) Workers and Action Plan for strengthening Implementation Machinery have already been forwarded to all States/UTs, wherein the State / UT Governments through their State/UT BOCW Welfare Boards were entrusted upon to comply with the Scheme for the welfare of the construction workers and asking the State Welfare Boards to formulate and implement these kind of welfare schemes including in respect of Life and disability cover, health and maternity cover, education of the wards of the workers, transit housing, skill development, awareness programs and pension to registered BOC workers.**

**Further, several instructions under Section 60 of the BOCW(RE&CS) Act, 1996 have also been issued from time to time to State/UT BOCW Welfare Boards for implementation of the provisions of the Act and for optimum utilization of the cess funds for the social security & other welfare measures of the BOC workers which include the benefits of welfare schemes of the State Welfare Boards and social security schemes of the Central/State Governments like Health Insurance Scheme through PM-JAY (Ayushman Bharat), Life and Disability Cover through PM-Jeevan Jyoti Bima Yojana, PM-Suraksha Bima Yojana and Life-long Pension after 60 years through PM-Shram Yogi Maandhan Yojana and subsistence allowance during unemployment, illness, epidemics, natural calamities by using cess fund collected for the welfare of BOC workers.**

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