

**GOVERNMENT OF INDIA  
LABOUR AND EMPLOYMENT  
LOK SABHA**

UNSTARRED QUESTION NO:5327  
ANSWERED ON:13.12.2010  
PROTECTION AGAINST LAYOFFS  
Maadam Shri Vikrambhai Arjanbhai

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

- (a) whether the majority of the workers do not have adequate protection against layoff and reduction of salary and wage;
- (b) if so, the reasons therefor; and
- (c) the action taken by the Government to protect the labourers from exploitation?

**Answer**

MINISTER OF STATE FOR LABOUR AND EMPLOYMENT(SHRI HARISH RAWAT)

(a) to (c): The Industrial Disputes Act, 1947 and the Payment of Wages Act, 1936 respectively provide for adequate protection to workers against lay off and the reduction of salary and wages. The Labour Enforcement Officers and other Officers of Central Industrial Relations Machinery regularly visit the establishments and conduct inspections to ensure that laid off workmen are given due compensation and that no illegal deduction is made from their wages.