

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

UNSTARRED QUESTION NO:5344  
ANSWERED ON:13.12.2010  
NON-IMPLEMENTATION OF PAYMENT OF BONUS ACT, 1965  
Biswal Shri Hemanand

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

- (a) whether it has come to the notice of the Government that some of the companies and major industries in the country are not implementing the Payment of Bonus Act, 1965;
- (b) if so; the details of such companies, State-wise;
- (c) whether the Government has taken any specific measures to curb the tendency of not conforming to the Payment of Bonus Act, 1965;
- (d) if so, the details thereof; and
- (e) if not, the reasons therefor?

**Answer**

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

(a) to (e): Under the Payment of Bonus Act, 1965, the respective State Government, in which the establishment is situated, is the appropriate Government for most of the companies/industries. The Central Government is the appropriate Government only for Banking and Insurance Companies, Mines, Air Transport Services, Major Ports, Oil field etc. for which the Chief Labour Commissioner (Central) and its Deputy/Regional Labour Commissioner (Central) in different areas of the country have been appointed as Inspector under sub-section(1) of Section 27 of the Act.

The information relating to enforcement of Payment of Bonus Act, 1965 by different States/ Union Territories is not maintained by the Central Government. In so far as the central sphere establishments are concerned, the Payment of Bonus Act, 1965 is scrupulously enforced by way of regular inspections and wherever any irregularity of non compliance of the provisions of the Act is noticed, appropriate action is taken against defaulters including initiating prosecution under the Payment of Bonus Act, 1965.

A Statement showing details of Inspection conducted and action taken under the Central Sphere Establishment during the last three years is enclosed at Annexure at 'A'.