

**COMMITTEE  
ON  
GOVERNMENT ASSURANCES  
(2004-2005)**

**FOURTEENTH LOK SABHA**

**THIRD REPORT**

**(AMENDMENT OF MINIMUM WAGES ACT, 1948)**

(Presented to Lok Sabha on )



LOK SABHA SECRETARIAT  
NEW DELHI

**July, 2005/ Sravana, 1927 (Saka)**

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**COMPOSITION OF THE COMMITTEE ON  
GOVERNMENT ASSURANCES\*  
(2004-2005)**

**CHAIRMAN**

SHRI HARIN PATHAK

**MEMBERS**

2. Shri Yogi Adityanath
3. Shri Anandrao Vithoba Adsul
4. Shri J.M. Aaroon Rashid
5. Shri Biren Singh Engti
6. Shri Ramesh Jigajinagi
7. Shri Sunil Khan
8. Shri Rasheed Masood
9. Shri Kailash Meghwal
10. Shri A. Venkatesh Naik
11. Shri M. Shivanna
12. Shri Ajit Singh
13. Shri V. Aruna Kumar
14. Shri Kailash Nath Singh Yadav
15. Shri Mohan Jena\*\*

**SECRETARIAT**

- |    |                    |   |                      |
|----|--------------------|---|----------------------|
| 1. | Shri John Joseph   | - | Secretary            |
| 2. | Shri S.K. Sharma   | - | Additional Secretary |
| 3. | Shri P. Sreedharan | - | Joint Secretary      |
| 4. | Shri A.K. Singh    | - | Director             |
| 5. | Shri K. Jena       | - | Under Secretary      |

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\* The Committee was constituted on August 7, 2004 *vide* Para No.337 of Lok Sabha Bulletin Part-II dated 7<sup>th</sup> August, 2004.

\*\* Nominated to the Committee by the Speaker w.e.f. August 23, 2004  
*Vide* Para No.415 of Lok Sabha Bulletin Part-II dated 23<sup>rd</sup> August, 2004.

## **INTORDUCTION**

I, the Chairman of the Committee on Government Assurances, having been authorised by the Committee to submit the Report on their behalf, present this Third Report of the Committee on Government Assurances.

2. The Committee (2004-2005) was constituted on 07. 08.2004.
3. The Committee (2004-2005) at their sitting held on 02.08.2005 considered and adopted the Third Report.
4. For facility of reference and convenience, the observations and recommendations of the Committee have been printed in bold letters in the Report.
5. The Committee wish to express their thanks to the officials of the Ministry of Labour and Employment for their co-operation. The Committee also accord appreciation to the Secretariat staff/officers for the services rendered by them to the Committee in finalisation of this report.

NEW DELHI;

29 July, 2005

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07 Sravana, 1927 (Saka)

HARIN PATHAK  
CHAIRMAN

COMMITTEE ON GOVERNMENT ASSURANCES

# **REPORT**

## **CHAPTER-I**

### **I. Introductory**

The Minimum Wages Act was enacted in the year 1948 to safeguard the interests of the workers in the unorganised sector who are vulnerable to exploitation due to illiteracy, lack of bargaining power and institutional backup. The Act is a Central Legislation which is implemented both by the Central and State Governments. The salient features of the Act are as under: -

- The Act binds employers to pay to the workers engaged in the scheduled employments the minimum wages and provides for fixation of a number of working hours constituting a normal working day, weekly rest, overtime, to secure enforcement of the Act, filing of claims before the claim authority, legal and penal provisions against the defaulting employers etc.
- Under the Act both Central and State Governments are the appropriate Governments to fix, revise and enforce minimum wages in the scheduled employments under their respective jurisdiction.
- In order to protect the wage against inflation, the concept of Variable Dearness Allowance (VDA) has been floated linking the minimum wage to the Consumer Price Index.
- The enforcement of the Act is secured at two levels. In the Central sphere, the implementation is ensured through the officers of Central Industrial Relations Machinery while in the State sphere, through the State Enforcement Machinery.

## **II. Government assurances for Amendments of the Minimum Wages Act, 1948.**

On November 16, 1987 Shrimati Prabhawati Gupta and Shri Laliteshwar Prasad Shahi, M.Ps., addressed the following USQ NO.1291 for answer by the Minister of Labour:-

- (a) whether Government propose to amend the Minimum Wages Act, 1948;
- (b) if so, the details of the amendments to be made in the proposed Act; and;
- (c) to what extent the poor labourers will benefit from the proposed legislation?

The then Minister of State in the Ministry of Labour, Shri P.A. Sangma, gave the following reply:-

- (a), (b) & (c) :- A number of suggestions have been made for amendment of the Minimum Wages Act, 1948 to make it more effective and provide expeditious relief to the employees covered under the Act. These include inter-alia, reviewing the rates of minimum wages at short intervals unless these have variable component of Dearness Allowance, enhancement in the compensation amount, payment of interest in case of non-payment and short-payment of wages, deposit of a part of the claimed amount, restrictions on change in the conditions of service during the pendency of claims proceedings and enhancement of penalties, etc. The proposals for amendment are yet to be finalised.

The above reply was treated as an assurance and was to be fulfilled within three months of the date of reply i.e. 15<sup>th</sup> February, 1988 but was not fulfilled.

On December 7, 1988 Prof. Ramkrishna More addressed the following USQ NO.3747 for answer by the Minister of Labour:-

- (a) whether Government propose to amend the Minimum Wages Act, 1948 and the Employees State Insurance Act, 1948;
- (b) if so, whether State Governments have also been consulted in this regard;
- (c) if so, the details thereof; and
- (d) when a legislation to this effect is expected to be brought forward?

The then Minister of Labour, Shri Bindeshwari Dubey gave the following reply:-

- (a) Certain proposals for amendment of the Minimum Wages Act, 1948 and Employees' State Insurance Act, 1948 are under consideration.
- (b) The State Governments have not been consulted in respect of proposals for amendment to the Employees State Insurance Act, 1948.
- (c & d) The details are yet to be finalised.

The above reply was treated as an assurance and was to be fulfilled within three months of the date of reply i.e. 6<sup>th</sup> March, 1989 but was not fulfilled.

On March 8, 1989 Shri M.V. Chandrasekhara Murthy and Shri V. Sreenivasa Prasad, M.Ps., addressed the following SQ NO.188 for answer by the Minister of Labour:-

- (a) whether Government propose to amend the Minimum Wages Act, 1948 in consultation with State Governments;

- (b) whether any meeting with the State Labour Ministers was held for the purpose during the past few months; if so, the details thereof; and
- (c) the time by which legislation to this effect is expected to be brought forward?

The then Minister of Labour, Shri Bindeshwari Dubey gave the following reply:-

- (a) Yes, Sir.
- (b) & (c) :- The 37<sup>th</sup> Session of the Labour Ministers' Conference held on the 7<sup>th</sup> November, 1988 considered the proposals for amendments to the Minimum Wages Act, 1948. These mainly relate to (a) enhancement in penalties, (b) provision of direct access to Courts to the aggrieved employee, registered voluntary organizations or registered trade unions, (c) interim relief and protection against termination, discharge etc. during the pendency of claims proceedings, and (d) reduction in the periodicity of revision of wages without the variable component linked to the Consumer Price Index. The amending Bill will be brought forward as soon as the proposals are finalised.

The above reply was treated as an assurance and was to be fulfilled within three months of the date of reply i.e. 7<sup>th</sup> June, 1989 but was not fulfilled.

On May 5, 1995 Shrimati Sheela Gautam, Shri Ramesh Kumar and Shri Rameshwar Patidar, M.Ps., addressed the following USQ NO.4735 for answer by the Minister of Labour:-

- (a) whether the Union Government have finalised the proposal for amending the Minimum Wages Act, 1948;
- (b) if so, the details thereof; and
- (c) the measures being taken by the Union Government to strengthen the above Act and to increase the wage rates?



The then Minister of Labour, Shri P.A. Sangma gave the following reply:-

(a) & (b) : The proposal to amend the Minimum Wages Act, 1948 are under consideration of the Government.

(c) :- Under the Minimum Wages Act, 1948, the Central as well as State Governments are the appropriate Governments for the implementation and enforcement of the Act for the Scheduled employments under their respective jurisdictions. The Central Government has been impressing upon the State Governments from time to time to take various measures to effectively implement the Act. These include strengthening of the enforcement machinery, revision of minimum wages every two years unless there is a provision of variable dearness allowance linked to Consumer Price Index Numbers, and giving wide publicity to the provisions of the Act. The State Governments have also been requested to fix the minimum wages for the rural workers at not less than Rs.20/- per day on the basis of prices prevailing during December 1990 as recommended by the National Commission on Rural Labour.

The above reply was treated as an assurance and was to be fulfilled within three months of the date of reply *i.e.* 4<sup>th</sup> August, 1995 but was not fulfilled. The Ministry of Labour and Employment sought extension of time on several occasions for fulfillment of the aforesaid assurances as the amendments to the Minimum Wages Act, 1948 could not be finalized due to various reasons.

There was inordinate delay in the fulfilment of the assurances. In order to know the reasons for such delay in the fulfilment of the assurances. the Committee took evidence of the representatives of the Ministry of Labour and Employment on 17.01.2005.

The Committee desired to know the necessity of bringing amendment in the Minimum Wages Act. In reply, the Ministry stated in a written note that the Act was last amended in 1986. Keeping in view their relevance in the present

scenario, the existing provisions require suitable modifications and some new provisions need to be inserted.

Asked to state when suggestions regarding amendment to the Minimum Wages Act were received from various States/Concerned Groups to formulate the amendment proposals, the Ministry, in a written note stated that proposals were received from various sources for carrying out further amendments in the Act. All the proposals were considered and a draft Cabinet Note was circulated to all Central Ministries/Departments on 10.01.1997 for comments/views. On receipt of the replies, a Cabinet Note was prepared by the Ministry and sent to the Cabinet Secretariat for considering the proposed amendments on 17.03.1999. The Cabinet Secretariat referred the proposals to the Committee of Secretaries (COS). The COS held its meeting on 01.04.1999 wherein it has been observed that Ministry of labour might consider holding a conference of the State Labour Ministers which could be preceded by a State labour Secretaries meeting. Further, studies should be carried out by independent organizations to assess the ground level realities with regard to payment of minimum wages in cash or kind or partly in cash and partly in kind, as required under Section 11 (3) of the Act.

The Ministry further stated that in accordance with the direction, a study was undertaken by the VV Giri National Labour Institute (VVGNI), Noida in respect of four States namely, Bihar, Punjab, Tamil Nadu and Maharashtra. Later, a State Labour Secretaries meeting was held on 13.04.2000 in which all the amendment proposals and outcome of the study carried out by the VVGNI were discussed at length and consensus arrived at.

In this context during evidence the representative of Ministry of Labour stated that :-

“Sir, the study basically was about whether the minimum wage is to be paid in cash or in kind. The overall consensus of the study was that, though payment in cash is desirable, payment in kind could not be entirely avoided. So, we have to have a mix of the both. But a proportion can be fixed as to what should be payment in cash and kind.”

It was stated that based on the consensus, the amendment proposals were finalized and sent to the Cabinet Secretariat on 12.09.2000 with the request to consider placing them before the COS. The Cabinet Secretariat returned the Note for COS on 21<sup>st</sup> December, 2000 with the direction for holding consultations with the State Governments.

The Committee desired to know when were the amendment proposals circulated to all the States/Uts for approval by their respective Labour Ministers. In reply the Ministry stated in a written note that the amendment proposals were sent to the labour Secretaries of all the State Governments on 02.07.2001 to convey the approval of the State Labour Ministers to the proposals. It was also stated that comments have been received from most of the State/UTs except the States of Madhya Pradesh, Chhatisgarh and Manipur.

On being asked about the common proposals on which most of the States/UTs had consensus, the witness stated during evidence: -

“More or less there is a consensus among the State governments on this. I have already pointed out one of the efforts is to reduce the period by which the minimum wages have to be revised. As per the present provision, minimum wage has to be revised within a period of not more than five years. In some cases, we find they have a variable dearness allowance component. The minimum wages take care of the inflationary pressures. We want to see that the minimum wage is necessarily to be revised in a period not more than two years. From five years, we are bringing it down to two years, if there is no variable component. We want to take these cases to ILC because we want to have a consensus. The Act provides that you can fix minimum wages for children or adolescents. We want to make it one. We do not want the word ‘child’ should appear because we are not recognizing child labour. We want to make appropriate provisions regarding payment of wages in cash and kind. We are encouraging payment of minimum wages in cash. Similarly, we want to increase the claim period from six months to two years. It is to be filed necessarily within a period of six months. We want to extend it to two years so that till two years a person can file claim.”

### **III. REPORT OF SECOND NATIONAL COMMISSION ON LABOUR**

The Committee have been informed that the Second National Commission on Labour (NCL), had submitted their report in the year 2002. One of the recommendations of NCL was to amalgamate all the similar labour laws, namely the Minimum Wages Act, 1948, the Payment of Wages Act, 1936, the Payment of Bonus Act, 1965 and the Equal Remuneration Act, 1976 for drafting a comprehensive "Law on Wages". The matter was examined in the Ministry through a consultant (Shri S. Gopalan) who has observed as under :-

"The provisions of the existing laws are rather precise and compact. While integration of these laws is theoretically and technically feasible, it does not result in any simplification. Of course, under these laws, there are certain common provisions like those relating to inspections, cognizance/ trial of offences, settlement of claims, appeals, maintenance of registers, records etc. In any case, in regard to these matter, labour administrations in the country often designate the same officers/authorities for performing many functions under different laws. The arrangement by itself brings in simplification in implementation. In the maintenance of registers and records under various laws also administrative arrangements can be made for simplification. For purpose like this, "integration" of existing laws is not needed."

The Committee pointed out that there was contradiction between the recommendation of Second National Commission of Labour and the opinion of Shri

S. Gopalan. When the Committee desired to know the reasons for accepting the opinion of an individual rather than the recommendation of a National Commission, the witness stated during evidence :-

“No doubt, the recommendations of the Second National Commission are very important. As you are aware, they had recommended on almost all the issues relating to labour. Having an omnibus Act relating to wages has advantages and there is no denial of that. But how far it is feasible and how far it is practicable – that has to be looked into. With that end in view, the Ministry had appointed a consultant to look into incorporating four Acts and coming forward with an omnibus Act. Mr. Goplan is equally an experienced former Labour Secretary; he had gone into the details and then, finally he found that no effective purpose would be achieved by having an omnibus Act, and suggested that in the meanwhile it is better that we continued with the amendment of the individual Acts so that labor welfare is achieved. Actually the Ministry has decided that we would proceed with the amendments to the individual Acts.”

As regards the process of making amendment in the Minimum Wages Act, the representative stated during evidence:-

“Sir, actually the process of bringing forward an amendment is a very long and arduous process. I would like to mention that we are earnestly trying to bring forward important amendments, some of

which I would like to highlight. \_ \_ \_ \_ \_ One of the major amendments that we propose to bring forward is like this. Presently the Act applies only to the scheduled employments – I mean the employments notified by the different Governments as appropriate. Now, we want that, apart from the scheduled employment, the Act should apply to those employments, which are not defined as scheduled employments. So, at least, some legal base or legal backup would be available to the most vulnerable sections in our workforce. Sir, the other amendment, that we want to bring forward, is this. The Act contemplates that minimum wages should be revised for a period not less than five years. We have some of the scheduled employments, where the appropriate Governments are providing for the VDA component – that is, variable dearness allowance component – which looks after or takes care of increase in price level. What we propose is that, if there is no VDA component in minimum wages, then the appropriate Governments, by way of this amendment, will be asked to revise the minimum wages within a period not exceeding two years. Similarly, we also want that different rates for adolescents/children apprentices should go. It is because we do not want to recognize that there should be a child labour in this country.”

On a similar point the Ministry in a written reply stated that the proposed amendments after detailed discussion, deliberations, consultations with all the

concerned over the period and keeping in view the NCL's recommendations in this regard have been finalised and briefly mentioned as below:

- Inclusion of "other employments not covered in the Schedule" under the Sect in 3(1)(a);
- To reduce the period of revision of wages from 5 years to 2 years where VDA is not a component added to the minimum wages;
- To delete the provision under the Section 3(3)(a) relating to fixation of different rates of wages for adults, adolescents, children and apprentices:
- To make the provision ensuring payment of wages partly in cash in all employments except of harvesting operations in respect of principal crops where it can be wholly in kind as decided by the appropriate Governments {Section 11 (2)};
- To increase the claim period from the existing period of 6 months to 2 years {Section 20 (2)};
- To strengthen the complaint/claim redresses system and to make penalty provisions more deterrent.

On being asked whether the Minimum Wages Act has still relevance in the present circumstances, the Ministry stated in a written reply that the Act has still very much relevance in the present circumstances. The Minimum Wages Act has been in place to safeguard the interests of the workers in the unorganized sector which constitute 93% of total workforce in the country and these workers are vulnerable to exploitation due to illiteracy, lack of bargaining power and institutional backup. This Act ensures minimum wages to workers and their



protection from exploitation by employers. Moreover, the term Minimum wage is widely viewed as a kind of minimum protective wage assured through Government intervention aimed at safeguarding helpless laborers against exploitation by employers particularly in a situation where free interplay of demand and supply in labour surplus market results in lower wages. Labour without any bargaining strength offers its services at very low wages and thereby becomes an easy prey to exploitation. Through this Act, a welfare-oriented Government assures a minimum level of subsistence to the lowest level workers, which ultimately results in enhancement of labour efficiency and productivity.

**CHAPTER II**  
**OBSERVATIONS/RECOMMENDATIONS**

The Committee note that the Lok Sabha was assured way back in the year 1987 in reply to USQ No. 1291 dated 16.11.1987 that amendments to the Minimum Wages Act, 1948 were under consideration of the Ministry of Labour. The assurance was reiterated a number of times thereafter.

The Committee note that subsequent to the assurance initially made in Lok Sabha, the Ministry of Labour circulated a draft Cabinet note to all the Ministries/ Departments on 10.01.1997 seeking their comments/views on the amendments proposed to the Minimum Wages Act, 1948. Based on the replies received, a Cabinet note was prepared by the Ministry and sent to the Cabinet Secretariat for considering the proposed amendments on 17.03.1999. The Cabinet Secretariat referred the proposals to the Committee of Secretaries (COS). The COS held its meeting on 01.04.1999 wherein they had observed that the Ministry of Labour might consider holding a conference with the State Labour Ministers which could be preceded by a State Labour Secretaries meeting. Further, a study should be carried out by an independent organisation to assess the ground level realities with regard to the payment of minimum wages. Later, based on the consensus, the amendment proposals were sent by the Ministry of Labour to the Cabinet Secretariat on 12.09.2000 which were returned

by them on 21.12.2000 with the directions for holding consultations with the State Governments. Subsequently, on 02.07.2001, the proposals were sent to all the State Governments. However, the comments are still awaited from the States of Madhya Pradesh, Chhatisgarh and Manipur. From the sequence of facts narrated above, the Committee regret to observe that the assurance made to the Lok Sabha over one and a half decades back still remains unimplemented. What is more surprising is that it took nearly a decade for the Ministry to initiate even the preliminary exercise of circulating a draft Cabinet note for effecting amendments to the Minimum Wages Act, 1948 since the assurance was initially given to the Lok Sabha.

The Committee further note that under the Minimum Wages Act, both the Central Government and State Governments are the appropriate authorities for implementation of the provisions contained therein. One of the pre-requisite for the amendment of the Act, therefore, was extensive consultation with all the State Governments. The Committee are, therefore, unable to comprehend as to why the Ministry needed the direction of the Cabinet Secretariat and failed to initiate on its own the necessary consultation over a decade with State Governments seeking their opinion for bringing about amendments in the said Act.

**What is further surprising to the Committee is that even after circulating the proposed amendments to the Minimum Wages Act, 1948 in July, 2001, no serious efforts had been made by the Ministry promptly to obtain the comments of all the States/Union Territories. Even after a lapse of a period of four years, the Ministry are yet to obtain the comments from three States, namely, Madhya Pradesh, Chhatisgarh and Manipur. The Committee are dismayed at the lack of urgency on the part of the Ministry of Labour in the matter.**

**The Committee strongly deprecate the Ministry for its casual approach and failure to make sincere efforts for fulfilment of the assurances resulting in the proposals for amendments getting struck at various stages for prolonged though avoidable period of time. The Committee are of the opinion that the inordinate delay in the implementation of the assurances could have been obviated had the Government accorded high priority to this important issue concerning the heart and health of countless countrymen.**

**During evidence, the Committee were informed that another reason for the delay in the process of amendments had taken place due to consideration of Report of the Second National Commission on Labour (NCL) submitted in the year 2002. One of the recommendations of NCL was to amalgamate all the similar labour laws, namely, the Minimum Wages Act, 1948, the Payment of Wages Act, 1936, the Payment of Bonus Act, 1965 and the Equal Remuneration Act, 1976 for drafting a**

**comprehensive law on wages. According to the Ministry, the recommendations of NCL were subsequently examined by the Ministry in consultation with a consultant and after examination, the Ministry decided to proceed with the amendments in individual Acts instead of enacting a comprehensive legislation. While the Committee would not like to get into the merit of the proposal, they are anxious that effective implementation of the provisions for the welfare of labour are of utmost importance irrespective of the fact whether these are contained in an omnibus Act or in separate Acts. The Committee, therefore, feel that there should be independent monitoring agencies both at Centre and State levels to oversee the implementation of the Minimum Wages Act, 1948, as amended, and other related enactments. In case of violation thereof, accountability should be fixed and punitive action taken by the concerned Government. The Committee also expect a more pro-active role by the Central Government to ensure that the Act not only facilitates the welfare measures for the working class but also effectively curb the exploitative streaks of the employers.**

**The Committee have been informed that the proposed amendments to the Minimum Wages Act, 1948 *inter alia* contained provisions for inclusion of "other employments not covered in the Schedule" under Section 3(1)(a); to reduce the period of revision of wages from five years to two years where Variable Dearness Allowance is not a component added to the minimum wages; to delete the**

**provisions under Section 3(3)(a) relating to fixation of different rates of wages for adults adolescents, children and apprentices; to make the provision ensuring payment of wages partly in cash in all employments except of harvesting operations in respect of principal crops where it can be wholly in kind as decided by the appropriate Governments {Section 11 (2) }; to increase the claim period from existing period of six months to two years {Section 20(2)}; and to strengthen the complaint/claim redressal system and to make penalty provisions more deterrent. The Committee trust that these amendments which are intended to ameliorate the conditions of the labourers will be processed and expeditious action will be taken to give them a concrete shape without any further loss of time.**

**The Committee are of the view that the Minimum Wages Act is, widely perceived as a kind of protective instrument aimed at safeguarding hapless labourers against exploitation by employers. During evidence, the Ministry also admitted that considering the vast changes in the scenario, since the last amendment made in the Act nearly two decades back in the year 1986, the existing provisions require drastic modifications a part from insertion of some new provisions. The Committee appreciate that the process of amendment to Minimum Wages Act is very long and arduous but are not convinced that the same cannot be completed even in two decades. The Committee feel that the Ministry cannot shirk from its responsibility and avoid the blame**

**necessary amendments to the Minimum Wages Act, 1948 should be finalised without further loss of time to improve the lot of millions of workers in the country.**

NEW DELHI;

29 July, 2005

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Sravana, 07,1927 (Saka)

**(HARIN PATHAK)**

CHAIRMAN

COMMITTEE ON GOVERNMENT ASSURANCES

**MINUTES**  
**SEVENTH SITTING**

Minutes of the sitting of the Committee on Government Assurances held on 17<sup>th</sup> January, 2005 at 1500 hours in Committee Room 'E' Parliament House Annexe, New Delhi.

The Committee sat from 1500 hours to 1600 hours on Monday, 17<sup>th</sup> January, 2005.

**PRESENT**

Shri Harin Pathak - Chairman

**Members**

2. Shri Biren Singh Engti
3. Shri Sunil Khan
4. Shri Kailash Nath Singh Yadav
5. Shri Mohan Jena

**Secretariat**

1. Shri S.K. Sharma - Joint secretary
2. Shri K. Chakraborty - Director
3. Shri K. Jena - Assistant Director

**MINISTRY OF LABOUR AND EMPLOYMENT**

1. Shri K. M. Sahni, Secretary
2. Dr. Ashok Sahu, Labour and Employment Advisor
3. Dr. Harcharan Singh, Director

2. The Committee took oral evidence of the representatives of the Ministry of Labour and Employment in connection with assurances given in reply to



Starred/Unstarred Question Nos. 1291, 3747, 188 and 4735 dated 16.11.1987, 07.12.1988, 08.03.1989 and 05.05.1995 respectively regarding Amendment of Minimum Wages Act, 1948. The Chairman after welcoming the witnesses to the sitting, expressed deep concern over delay and non-fulfillment of the assurances which were given seventeen years ago.

3. The representatives of the Ministry informed the Committee that the assurances are pending due to non-finalization of amendments in the Minimum Wages Act, 1948 which is a central legislation, implemented both by the Union as well as by State Governments. They also informed the Committee that according to the directions of Cabinet Secretariat, the amendment proposals were sent to the Labour Secretaries of all the State Governments on 02.07.2001 to convey their approval to the proposals. The same have since been received from all States except from Madhya Pradesh, Chhattisgarh and Manipur. The proposals are under examination. The Committee have also been apprised that the amendments are time consuming process and earnest efforts to bring necessary amendments in the said Act are being made. The Committee were not in favour of dropping of the assurances though CGA, Rajya Sabha had done so. The Committee were of the view that the Government should bring forward amendments in the Minimum Wages Act, 1948, expeditiously.

4. A verbatim record of the sitting has been kept.

***The Committee then adjourned.***

**MINUTES**  
**THIRTEENTH SITTING**

Minutes of the sitting of the Committee on Government Assurances held on August 02, 2005 at 1500 hours in Committee Room 'E' Parliament House Annexe, New Delhi.

The Committee sat on Tuesday, August 02, 2005 from 1500 hours to 1530 hours.

**PRESENT**

**CHAIRMAN**

Shri Harin Pathak

**Members**

2. Shri Anandrao Vithoba Adsul
3. J.M. Aaroon Rashid
4. Shri Biren Singh Engti
5. Shri A. Venkatesh Naik
6. Shri M. Shivanna
7. Shri V. Aruna Kumar

**Secretariat**

- |    |                    |   |                      |
|----|--------------------|---|----------------------|
| 1. | Shri S.K. Sharma   | - | Additional Secretary |
| 2. | Shri P. Sreedharan | - | Joint Secretary      |
| 3. | Shri A.K. Singh    | - | Director             |
| 4. | Shri K. Jena       | - | Under Secretary      |

2. At the outset, the Chairman welcomed the Members and apprised them about the agenda of the meeting. Thereafter, the Committee considered the draft third report of the Committee regarding Amendment of Minimum Act, 1948 and adopted the same.

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***The Committee then adjourned.***