

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

UNSTARRED QUESTION NO:4339
ANSWERED ON:20.04.2015
VIOLATIONS OF LABOUR LAWS
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Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) the number of labourers engaged in the private sector in various parts of the country, State/UT-wise including Rajasthan;
- (b) the number of complaints of violation of labour laws by companies/ factories including fire crackers industry received during the last three years and the current year, State/ UT wise;
- (c) the details of the action taken by the Government against such companies/factories/ industries during the said period, State/UT-wise; and
- (d) the steps being taken by the Government to ensure strict compliance and proper implementation of labour laws?

Answer

MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT (SHRI BANDARU DATTATREYA)

(a): Reliable estimates of employment and unemployment are obtained through labour force surveys on employment and unemployment conducted by National Sample Survey (NSS) Office, Ministry of Statistics and Programme Implementation. Last such survey was conducted during 2011-12. According to the last 3 such surveys, the workforce grew from 45.91 crore in 2004-05 to 47.41 crore persons in 2011-12. Sector-wise estimates of growth of employment are given below:

Workforce 2004-05 2009-10 2011-12
by Major
Sector

	Perce- ntage persons	In crore	Perc- centage persons	In crore	Perce- ntage persons	In crore
Primary	58.44	26.83	53.15	24.74	48.90	23.18
Secondary	18.18	8.35	21.48	10.00	24.25	11.50
Tertiary	23.38	10.73	25.37	11.81	26.85	12.73
Total	100.00	45.91	100.00	46.55	100.00	47.41

State/UT-wise Workforce Participation Rates (%) in the rural and urban areas including number of labourers engaged in the private sector in various parts of the country including Rajasthan is at Annex-I.

(b) & (c): In Central sphere, the Central Labour Commissioner (CLC) organization is enforcing labour laws. The number of inspections conducted during last three years and current year by officers of CLC organization is at Annex-II. Information on fire crackers industry falls in State sphere and is not maintained centrally.

(d): There are various legislations to protect the interest of labourers. The salaries/wages of employees covered under the Minimum Wages Act, 1948, Payment of Wages Act, 1936 and Equal Remuneration Act, 1976 in the companies are protected by the provisions of these Acts. Under the provisions of the Minimum Wages Act, both the Central Government and the State Governments are the appropriate Government to fix, revise, review and enforce the payment of minimum wages to workers in respect of scheduled employments under their jurisdictions. The enforcement of the Minimum Wages Act, 1948 is ensured at two levels. While in the Central Sphere, the enforcement is done through the inspecting officers of the Chief Labour Commissioner (Central) commonly designated as Industrial Relations Machinery (CIRM), the compliance in the State Sphere is ensured through the State Enforcement Machinery.

Equal Remuneration Act, 1973 provides for payment of equal remuneration to men and women workers for the same work or work of similar nature without any discrimination. The Factories Act, 1948 and The Occupational Safety and Health Act, 2006 also has provisions for safety of workers in the factories.

In order to ensure social security to the workers in the unorganised sector, the Government has enacted the Unorganised Workers' Social Security Act, 2008.