

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

UNSTARRED QUESTION NO:2625
ANSWERED ON:28.07.2014
NON PAYMENT OF MINIMUM WAGES
Singh Shri Pashupati Nath

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

- (a) whether the Government has received any complaints regarding non-payment of wages to workers by their employers;
- (b) if so, the details thereof and penal action taken by the Government thereon;
- (c) the amount of compensation provided to workers after getting information about non-payment of minimum wages; and
- (d) the stringent measures taken/proposed to be taken by the Government to ensure payment of minimum wages to workers/ labourers in the country?

Answer

MINISTER OF STATE FOR STEEL, MINES, LABOUR AND EMPLOYMENT (SHRI VISHNU DEO SAI)

(a) to (d): The implementation of Minimum Wages Act, 1948 is carried out by the Centre as well as the States in respect of their respective jurisdictions.

No specific information pertaining to non-payment of minimum wages in the State Sphere is available in this Ministry. However, in the Central sphere if the field officers come across such complaints either from the workers/unions or during the inspections, the Inspecting Officers of the Chief Labour Commissioner (Central) under Central Industrial Relations Machinery (CIRM), immediately take cognizance of such violations and give opportunity to the erring employers to rectify the same. In the event of detection of any case of non-payment or under-payment of minimum wages, they advise the employers to make payment of the shortfall of wages.

Under the provisions of the Minimum Wages Act, 1948 the authority may direct, in the case of a claim arising out of payment of less than the minimum rates of wages, the payment to the employee of the amount by which the minimum wages payable to him exceed the amount actually paid, together with the payment of such compensation as the authority may think fit, not exceeding ten times the amount of such excess.

In case of non-compliance, penal provisions (imposition of fine prescribed under the said Act) against the defaulting employers are invoked.