

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

UNSTARRED QUESTION NO:4633

ANSWERED ON:22.12.2014

OUTSOURCING AGENCIES

Chinnaraj Shri Gopalakrishnan

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

- (a) whether the Government is aware that a number of services are provided to Government departments/semi- Government/Public Sector through outsourcing agencies;
- (b) if so, whether the employees of such outsourcing agencies are not provided adequate salary as per the Minimum Wages Act;
- (c) if so, the action taken against those outsourcing agencies for non-payment of minimum wages to their employees as per the Minimum Wages Act; and
- (d) the other benefits provided to the employees of outsourcing agencies in the country?

Answer

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

(a): Yes, Madam. The Government is aware that a number of services are provided to Government department/semi Government/Public Sector through outsourcing agencies.

(b) & (c): Under the provisions of the Minimum Wages Act, 1948, both the State and Central Government are the appropriate Government to fix, review and revise the minimum wages under their respective jurisdiction. The Central Government fixes the minimum wages for the Scheduled Employments enlisted for Central Sphere. The enforcement of the Act is in accordance with the appropriate government as defined under section 2(b) of the Minimum Wages Act, 1948.

In case any short payment is detected then claim is filed before the Appropriate Authority of the Minimum Wages Act. The Authority may direct to pay the difference of actual wage and Minimum rates of wage fixed under Minimum Wages Act along with Compensation. The details of the enforcement of the Minimum Wages Act in the Central Sphere are enclosed herewith as Annexure-A.

(d): The benefits available under various Labour Laws are applicable to the Contract Labour.