

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

**UNSTARRED QUESTION NO. 5742  
TO BE ANSWERED ON 02.04.2018**

**VIOLATION OF MINIMUM WAGES ACT**

**5742. SHRI SANJAY DHOTRE:  
SHRI BHARTRUHARI MAHTAB:  
SHRI RAHUL SHEWALE:**

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

- (a) whether cases of violation of Minimum Wages Act, 1948 have been reported/come to the notice of the Government during each of the last three years and the current year;**
- (b) if so, the details thereof along with the details of violators/defaulters reported in this regard and the reasons therefor;**
- (c) the number of employers against whom penal action has been invoked under the said Act during the said period, State/ UT-wise;**
- (d) the number of times minimum wages have been revised during the said period;**
- (e) the mechanism available with the Government to ensure minimum wages to workers/labourers and its timely revision by the Employers; and**
- (f) the other steps taken/being taken by the Government for effective implementation of the said Act across the country?**

**ANSWER  
MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT  
(SHRI SANTOSH KUMAR GANGWAR)**

**(a) to (f): The Minimum Wages Act, 1948 is implemented by the Centre as well as the States in respect of their respective jurisdiction. In the Central Sphere, the enforcement is secured through the Inspecting Officers of the Chief Labour Commissioner (Central) commonly designated as Central Industrial Relations Machinery (CIRM) whereas the compliance in the State sphere is ensured through the State Enforcement Machinery. They conduct regular inspections and 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. In case of non-compliance, penal provisions against the defaulting employers are invoked.**

**Contd..2/-**

**No centralized data is maintained on the enforcement of the Act in the State Sphere. However, the data of inspections, amount of claims, action taken against defaulting employer under the Minimum Wage Act, 1948 in the Central Sphere for the last three years is at Annexure 'A'.**

**The Basic rate of minimum wages for the scheduled employments in the Central sphere was last revised and notified on 19.01.2017. A component of minimum rates of wage, Variable Dearness Allowance (V.D.A.), was last revised on 01.10.2017.**

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**Annexure 'A'**

**Annexure in reply to part (a) to (f) of Lok Sabha Unstarred Question No. 5742 for 02.04.2018**

**Claims cases under Minimum Wages Act, 1948**

<b>Year</b>	<b>Claims</b>			<b>Amount</b>		
	<b>B/F</b>	<b>Filed</b>	<b>Decided</b>	<b>Awarded</b>	<b>Recovered</b>	<b>Paid to Workers</b>
2015-16	3672	743	1796	66654417	44128036	34879425
2016-17	2610	1198	1138	96684922	49485990	48540964
2017-18 (upto Dec,2017)	2617	1050	819	95757253	20697840	24866702

**Minimum Wages Act, 1948**

<b>Sl. No.</b>	<b>Particulars</b>	<b>2015-16</b>	<b>2016-17</b>	<b>2017 -18 (upto Dec., 2017)</b>
1.	No. of Inspections Conducted	9803	9151	7380
2.	No. of Irregularities Detected	75938	61689	62304
3.	No. of Irregularities Rectified	46467	53255	28884
4.	No. of Prosecutions Launched	1549	2321	1130
5.	No. of Convictions	1476	1951	1721

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