

National Floor Level Minimum Wages

1186. DR. CHANDAN MITRA: Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) whether Government has decided to prescribe National Floor Level Minimum Wages (NFLMW) for all kinds of employments;

(b) if so, the details thereof; and

(c) the steps taken by Government for regular annual revision of NFLMW on the basis of price index ?

THE MINISTER OF STATE OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI BANDARU DATTATREYA): (a) and (b) On the basis of the recommendations of National Commission on Rural Labour (NCRL), to maintain a uniform wage structure and to reduce the disparity in minimum wages across the country, the concept of National Floor Level Minimum Wage (NFLMW) was introduced in 1996. State Governments/Union Territory Administrations are also advised to ensure NFLMW in their respective State/Union Territory.

(c) National Floor Level Minimum Wages (NFLMW) is revised from time-to-time by the Central Government taking into account the increase in the Consumer Price Index Number for Industrial Workers and is presently fixed at ₹137/- per day with effect from 01.07.2013.

Regulatory framework for domestic workers

1187. SHRI TIRUCHI SIVA: Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a) whether there is an absence of a strong regulatory framework for the domestic workers in the country;

(b) whether domestic labourers are extremely vulnerable to abusive practices like long hours, restricted freedom, meager pay, even physical harassment and sexual abuse;

(c) whether Government proposes to bring in a comprehensive, uniformly applicable legislation that guarantees fair terms of employment and decent working conditions to domestic workers so that they begin to be treated as employed workers entitled to rights and dignity; and

(d) if so, the details thereof and if not, the reasons therefor?

THE MINISTER OF STATE OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI BANDARU DATTATREYA): (a) and (b) Government is aware

of the problems of the workers including domestic workers. Domestic labourers are vulnerable to abusive practices like long hours, restricted freedom, meager pay, even physical harassment and sexual abuse. Various labour laws, like the Minimum Wages Act, 1948; the Employees Compensation Act, 1923; the Equal Remuneration Act, 1976 and Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 are directly or indirectly applicable to these workers.

(c) and (d) The domestic work falls within the purview of State Sphere. The State Governments are empowered to enact legislation for domestic workers. The Central Government has asked the State Governments to take necessary steps for registration of placement agencies providing domestic workers and has also advised the State Governments/Union Territory Administrations to take necessary steps for inclusion of domestic work as employment in the schedule and for fixing minimum rates of wages for domestic workers. The Central Government has also enacted the Unorganized Workers' Social Security Act, 2008 for providing social security benefits to unorganized workers including domestic workers. The benefits under Rashtriya Swasthya Bima Yojana (RSBY) have also been extended to domestic workers.

Provident Fund dues of closed tea garden workers

1188. SHRI TAPAN KUMAR SEN: Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) whether Provident Fund (PF) dues of workers of closed tea gardens in various parts of the country including West Bengal have not been paid;
- (b) if so, the details thereof and the reasons therefor;
- (c) the quantum of PF dues of workers of such closed tea gardens at present;
- (d) the action taken by Government against the defaulting companies; and
- (e) the steps taken by Government to protect the interests of such workers in the country ?

THE MINISTER OF STATE OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI BANDARU DATTATREYA): (a) Some instances of default in payment towards provident fund contributions by closed tea gardens have come to the notice of Employees' Provident Fund Organization (EPFO).

(b) and (c) As per data available with EPFO, 16 closed tea gardens as on 26-11-2014, have defaulted. The default is mainly attributed to financial constraints. Quantum of PF dues held up in these 16 tea gardens is ₹28 crores (Approximately).