

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
RAJYA SABHA  
UNSTARRED QUESTION NO. 561  
TO BE ANSWERED ON 21.07.2022**

**NON- COMPLIANCE OF WAGE LAWS**

**561. PROF. MANOJ KUMAR JHA:**

**Will the Minister of Labour and Employment be pleased to state:**

- (a) whether Government is aware that certain companies in the country have not been complying with the national wage laws;**
- (b) whether Government has maintained a database of such violations, if so, the details thereof; and**
- (c) whether any compensation has been provided to the aggrieved persons due to non- compliance of the law, if so, the details thereof?**

**ANSWER**

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT  
(SHRI RAMESWAR TELI)**

**(a) to (c): Under the provisions of the Minimum Wages Act, 1948, both the Central and the State Governments are appropriate Governments to enforce the provisions of the Payment of Wages Act, 1936, and the Minimum Wages Act, 1948, including the provisions relating to non-payment of wages/minimum wages, in their respective jurisdictions. In the Central sphere the enforcement is done through the Inspecting Officers of the Chief Labour Commissioner (Central) commonly designated as Central Industrial Relations Machinery (CIRM) and the compliance in the State Sphere is ensured through the State Enforcement Machinery. The designated inspecting officers conduct regular inspections and in the event of detection of any case of non-payment or underpayment of wages/minimum wages, they direct the employers to make payment of the shortfall of wages. In case of non-compliance, penal provisions prescribed under sections 17A and 20 of the Payment of Wages Act, 1936 and section 22 of the Minimum Wages Act are taken recourse to. The details in regard to enforcement of the minimum wages in the Scheduled employments in the Central Sphere are annexed. Details of enforcement of the provisions of the minimum wages in the State sphere are not centrally maintained.**

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ANNEXURE REFERRED TO IN REPLY TO PART (a) TO (c) OF RAJYA SABHA UN-STARRED QUESTION No. 561 FOR 21.07.2022 REGARDING NON- COMPLIANCE OF WAGE LAWS.

**Details of Inspections, Prosecutions and Convictions done under the Minimum Wages Act, 1948**

| Particulars | No. of Inspections Conducted | No. of Irregularities detected | No. Irregularities Rectified | No. of Prosecutions Launched | No. of Convictions |
|-------------|------------------------------|--------------------------------|------------------------------|------------------------------|--------------------|
| 1           | 2                            | 3                              | 4                            | 5                            | 6                  |
| 2019-20     | 7690                         | 59950                          | 23397                        | 1609                         | 412                |
| 2020-21     | 2114                         | 13949                          | 7566                         | 501                          | 174                |
| 2021-22     | 5022                         | 35983                          | 8726                         | 492                          | 167                |

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

| Year    | CLAIMS FILED UNDER MINIMUM WAGES ACT, 1948 |         |                 |                          |
|---------|--|---------|-----------------|--------------------------|
|         | FILED                                      | DECIDED | AWARDED         | No. of WORKERS BENEFITED |
| 1       | 2  | 3       | 4               | 5                        |
| 2019-20 | 3470                                       | 754     | Rs. 217981002/- | 5297                     |
| 2020-21 | 3763                                       | 1334    | Rs. 270202177/- | 7631                     |
| 2021-22 | 5297                                       | 2102    | Rs. 177722490/- | 7487                     |

**Details of Inspections, Prosecutions and Convictions done under the Payment of Wages Act, 1936**

| Particulars | No. of Inspections Conducted | No. of Irregularities detected | No. Irregularities Rectified | No. of Prosecutions Launched | No. of Convictions |
|-------------|------------------------------|--------------------------------|------------------------------|------------------------------|--------------------|
| 1           | 2                            | 3                              | 4                            | 5                            | 6                  |
| 2019-20     | 2629                         | 16004                          | 9622                         | 317                          | 57                 |
| 2020-21     | 928                          | 5003                           | 4209                         | 145                          | 34                 |
| 2021-22     | 2140                         | 12325                          | 3857                         | 423                          | 39                 |

**Claim cases under Payment of Wages Act, 1936**

| Year    | CLAIMS FILED UNDER Payment of WAGES ACT, 1936 |         |                 |                          |
|---------|---|---------|-----------------|--------------------------|
|         | FILED   | DECIDED | AWARDED         | No. of WORKERS BENEFITED |
| 1       | 2   | 3       | 4               | 5                        |
| 2019-20 | 319   | 187     | Rs. 12192780/-  | 278                      |
| 2020-21 | 336   | 204     | Rs. 166136127/- | 2778                     |
| 2021-22 | 811   | 400     | Rs. 298027109/- | 5277                     |

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