

Payment of Minimum Wages to Contract/Casual Employees

Ministry of Labour & Employment

Payment of Minimum Wages to Contract/Casual Employees

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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.

Rates fixed for the scheduled employments in the Central sphere are applicable to establishments under the authority of Central Government, railway administration, mines, oil-fields, major port or any corporation established by a Central Government. These rates are equally applicable to contract and casual labourers/worker.

The implementation of the Act is done 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) across the Country for workers falling under the Scheduled Employment in the Central Sphere including CPSUs and Railways establishments through regular inspections. In case of non-compliance, penal provisions against the defaulting employers are invoked.

This Ministry is in constant endeavor towards implementing the revised rates of minimum wages. As far as employees in Railway are concerned guidelines were issued in December, 2017 to Ministry of Railways/Railway Board. Ministry of Railways has also issued instructions to its Zonal Offices across the country for strict compliance of minimum wages in December, 2017.

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'**.

Annexure 'A'

Claims cases under Minimum Wages Act, 1948

Year	Claims			Amount		
	B/F	Filed	Decided	Awarded	Recovered	Paid to Workers
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

Sl. No.	Particulars	2015-16	2016-17	2017 -18 (upto Dec,2017)
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

This information was given by Shri Santosh Kumar Gangwar, Union Minister of State (I/C) for Labour and Employment in written reply to a question in Rajya Sabha today.

JN/IA

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