

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

LOK SABHA

**STARRED QUESTION NO. 11
TO BE ANSWERED ON 17.07.2017**

VIOLATION OF LABOUR LAWS

**†*11. SHRI MANSUKHBHAI DHANJIBHAI VASAVA:
SHRI RAM TAHAL CHOUDHARY:**

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

- (a) whether the number of cases of violation of labour laws have increased in the country;**
- (b) if so, the details thereof and the reasons therefor along with the reaction of the Government thereto;**
- (c) whether the Government has undertaken any review of the working of the officers involved in the implementation of labour laws in the country; and**
- (d) if so, the details and the outcome thereof and if not, the reasons therefor?**

ANSWER

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

(a) to (d): A statement is laid on the Table of the House.

**STATEMENT REFERRED TO IN REPLY TO PARTS (a) TO (d) OF LOK SABHA
STARRED QUESTION NO. 11 TO BE ANSWERED ON 17.07.2017 REGARDING
'VIOLATION OF LABOUR LAWS'.**

(a) to (d) As per data available from office of Chief Labour Commissioner(Central), the number of irregularities detected in compliance of various labour laws has decreased during last two years. In the year 2015-2016 the number of irregularities detected in compliance of various labour laws was 241,796 and in the year 2016-2017 the number of irregularities detected in compliance of various labour laws was 221,252. No. of inspections have increased to 36067 in 2016-2017 as compared to 29770 in the year 2015-2016. No. of prosecutions launched against the violations have also increased from 5751 in the year 2015-2016 to 6691 in the year 2016-2017.

The regular inspections are carried out for ensuring the compliance of Labour Laws. The details of inspections conducted under various Labour Laws during the last two years are enclosed as **Annexure 'A'**.

Wherever the violations of the labour laws are found officers of the CIRM, regularly conduct inspections and ensure that compliance are made in time and in case of defaulters, penal actions are taken by way of filing prosecutions in the court of law and claim cases before the authority. The details of the claim cases filed during the last three years under Minimum Wages Act & Payment of Wages Act is enclosed as **Annexure 'B'**.

Ministry of Labour and Employment has developed a unified web Portal "Shram Suvidha Portal" to create a conducive environment for Industrial Growth. It has features for redressal of grievances of labours and transparent inspection scheme through computerized system based on risk based criteria and uploading of inspection report within 72 hours by Labour inspectors which includes other related features concerning to review of the working of the officers involved in the implementation of labour laws in the country and the details thereof are available on the web portal. Working of CIRM machinery is monitored regularly and corrective action is taken as and when required.

ANNEXURE-A**Details of Inspections Conducted under applicable labour laws during the last three years & current year****CONTRACT LABOUR (REGULATION & ABOLITION) ACT, 1970**

S.No.	Particulars	2014-15	2015-16	2016-17
1	No. of Inspections Conducted	4744	10593	8843
2	No. of Irregularities detected	60184	117936	89296
3	No. Irregularities Rectified	66228	73741	68808
4	No. of Prosecutions Launched	3140	3411	3168
5	No. of Convictions	3012	2009	2266

Building & Other Construction Workers (Regulation of Employment & Conditions of Service) Act, 1996

S.No.	Particulars	2014-15	2015-16	2016-17
1	No. of Inspections Conducted	694	2086	1372
2	No. of Irregularities detected	9546	21870	15689
3	No. Irregularities Rectified	15777	15695	16360
4	No. of Prosecutions Launched	265	309	265
5	No. of Convictions	219	193	297

Equal Remuneration Act, 1976

S.No.	Particulars	2014-15	2015-16	2016-17
1	No. of Inspections Conducted	1643	2340	4117
2	No. of Irregularities detected	1682	1846	5253
3	No. Irregularities Rectified	2634	1502	2607
4	No. of Prosecutions Launched	535	178	301
5	No. of Convictions	762	472	317

Inter State Migrant Workmen (Regulation of Employment & Condition of Service) Act, 1979

S.No.	Particulars	2014-15	2015-16	2016-17
1	No. of Inspections Conducted	78	173	122
2	No. of Irregularities detected	1038	2744	2214
3	No. Irregularities Rectified	1734	2240	1848
4	No. of Prosecutions Launched	49	61	52
5	No. of Convictions	35	44	59

Payment of Wages (Mines)

S.No.	Particulars	2014-15	2015-16	2016-17
1	No. of Inspections Conducted	1657	1353	1872
2	No. of Irregularities detected	17802	12441	17774
3	No. Irregularities Rectified	23308	13734	14633
4	No. of Prosecutions Launched	1121	216	515
5	No. of Convictions	709	258	255

Payment of Wages (Railway)

S.No.	Particulars	2014-15	2015-16	2016-17
1	No. of Inspections Conducted	619	153	338
2	No. of Irregularities detected	3484	1439	2117
3	No. Irregularities Rectified	17872	1939	2296
4	No. of Prosecutions Launched	0	0	31
5	No. of Convictions	2	3	2

Payment of Wages (Major Ports)

S.No.	Particulars	2014-15	2015-16	2016-17
1	No. of Inspections Conducted	5	0	1
2	No. of Irregularities detected	22	0	10
3	No. Irregularities Rectified	91	542	0
4	No. of Prosecutions Launched	0	0	0
5	No. of Convictions	2	0	0

Payment of Wages (A.T.S)

S.No.	Particulars	2014-15	2015-16	2016-17
1	No. of Inspections Conducted	66	122	211
2	No. of Irregularities detected	555	1489	4076
3	No. Irregularities Rectified	629	621	3572
4	No. of Prosecutions Launched	6	10	20
5	No. of Convictions	9	20	10

HOER Rules (Hours of Employment and Period of Rest Rules 2005)

S.No.	Particulars	2014-15	2015-16	2016-17
1	No. of Inspections Conducted	741	129	353
2	No. of Irregularities detected	6336	840	2427
3	No. Irregularities Rectified	9692	4303	2125
4	No. of Prosecutions Launched	0	0	0
5	No. of Convictions	0	0	0

Minimum Wages Act, 1948

S.No.	Particulars	2014-15	2015-16	2016-17
1	No. of Inspections Conducted	6582	9803	9151
2	No. of Irregularities detected	68747	75938	61689
3	No. Irregularities Rectified	87809	46467	53255
4	No. of Prosecutions Launched	3774	1549	2321
5	No. of Convictions	2782	1476	1951

Payment of Bonus Act, 1965

S.No.	Particulars	2014-15	2015-16	2016-17
1	No. of Inspections Conducted	308	705	2547
2	No. of Irregularities detected	638	1202	4134
3	No. Irregularities Rectified	947	982	1297
4	No. of Prosecutions Launched	14	16	15
5	No. of Convictions	22	17	4

Payment of Gratuity Act, 1972

S.No.	Particulars	2014-15	2015-16	2016-17)
1	No. of Inspections Conducted	1412	1497	4875
2	No. of Irregularities detected	18234	3732	15963
3	No. Irregularities Rectified	18985	8420	5152
4	No. of Prosecutions Launched	0	1	3
5	No. of Convictions	0	0	1

Child and Adolescent Labour (Prohibition & Regulation) Act, 1986

S.No.	Particulars	2014-15	2015-16	2016-17
1	No. of Inspections Conducted	523	816	2265
2	No. of Irregularities detected	200	319	610
3	No. Irregularities Rectified	2282	125	10
4	No. of Prosecutions Launched	2	0	0
5	No. of Convictions	0	1	0

Claim cases under Minimum Wages Act

YEAR	CLAIMS			AMOUNT AWARDED		
	B/F	FILED	DECIDED	AWARDED	RECOVERERD	PAID TO WORKES
1	2	3	4	5	6	7
2014-15	3980	2167	248	59856881	35892244	30526714
2015-16	3672	743	1796	66654417	44128036	34879425
2016-17	2610	1198	1138	96684922	49485990	48540964

Claim cases under Payment Wages Act

YEAR	CLAIMS			AMOUNT AWARDED		
	B/F	FILED	DECIDED	AWARDED	RECOVERERD	PAID TO WORKES
1	2	3	4	5	6	7
2014-15	140	85	31	1264517	8192	0
2015-16	183	103	86	16110659	11386495	11350000
2016-17	195	157	36	5748232	821840	1072547
