

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 1369
TO BE ANSWERED ON 30.07.2026**

LABOUR LAW VIOLATIONS BY CONTRACTORS

1369. MS. SWATI MALIWAL:

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

- (a) whether Government has taken note of reports relating to wage kickbacks, illegal wage deductions and underpayment involving contract labourers and the assessment thereof;**
- (b) whether the existing inspection and grievance redressal mechanisms are considered adequate to address such violations;**
- (c) whether Government is planning to set up a specific authority and / or helpline to look into such complaints; and**
- (d) the measures taken or proposed to strengthen enforcement against repeated labour law violations by contractors?**

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SUSHRI SHOBHA KARANDLAJE)**

(a) to (d): The Government takes cognisance of all reported instances involving alleged illegal wage deductions, wage kickbacks, payment of wages below the prescribed minimum wage rates to contract labourers etc. .

Under the erstwhile framework of the Payment of Wages Act, 1936 and the Minimum Wages Act, 1948, the jurisdiction of the Central Government as the 'Appropriate Government' was restricted to a limited schedule of employments. The Code on Wages, 2019 expanded its jurisdiction to cover a wider range of establishments and employments, enabling more effective redressal of such cases.

The Industrial Relations Code, 2020 provides constitution of a Grievance Redressal Committee in the establishment consisting of equal number of members representing the employers and the workers for resolution of disputes arising out of individual grievances.

Contd..2/-

:: 2 ::

The Ministry has also operationalized the SAMADHAN PORTAL (Software Application for Monitoring and Disposal, Handling of Apprehended/ Existing Industrial Disputes) to enable online filing, tracking and time-bound resolution of claims including illegal wage deduction, underpayment etc.

As per the Code on wages 2020, the Government has appointed Authorities to hear and decide claim applications for alleged deductions and payment of less wages. All Regional Labour Commissioner (C) and Dy. Chief Labour Commissioner (C) have been declared as Authorities and Appellate Authorities under the Code.

To strengthen enforcement, the Code on Wages, 2019 prescribes penal provisions for non-compliance including enhanced penalties for repeated offenders.
