

OFFICE OF THE COMMISSIONER (LABOUR)
GOVT. OF NCT OF DELHI
5-SHAM NATH MARG, DELHI- 110054

F.no. 15(5)/Lab/2023/8907-8908

Dated: 23/02/2023

ADVISORY

Subject- Compliance of Minimum Wages and Other Labour Laws

1. A large number of contractors are providing services and man power in various departments, local bodies, autonomous bodies and public sector undertakings of the Government of National Capital Territory of Delhi. Complaints have been received that many contractors are depriving their contract labours of their legal entitlements. They are also not remitting ESI and PF contributions to the authorities concerned.
2. Minimum Wages for different categories of workers/employees like unskilled, semi skilled and skilled, clerical, non supervisory staff employed in scheduled employment is fixed / revised by the Labour Department, Govt of NCT of Delhi from time to time. The dearness allowance is also added in the prevailing Minimum Wages in the month of April and October every year.
3. Every Principal Employer is required to ensure that payment of minimum wages to man-power engaged through a contractor is made every month as per provisions of Payment of wages Act, 1936.
4. Payment of less wages than the notified minimum wages would result into prosecution under Section 22(a) of the Minimum Wages Act 1948 .This is in addition to the provision relating to compensation upto 10 times of the arrears of less payment which the Authority under Minimum Wages Act 1948 may direct to be paid to the concerned workmen.
5. All the Principal Employers are therefore, advised to ensure payment of Minimum Wages and Other Statutory dues under difference Labour Laws to Outsourced Employees on time.

(S.C Yadav)

Additional Labour Commissioner

Copy to :

1. All Principal Secretaries/Secretaries/HoDs/Heads of all local bodies, autonomous bodies and public sector undertakings of GNCTD.
2. PS to Commissioner (Labour)