

OFFICE OF THE LABOUR COMMISSIONER  
GOVERNMENT OF N.C.T. OF DELHI  
LABOUR DEPARTMENT  
5-SHAM NATH MARG : DELHI-110054

No.DLC(CD)/S&E/2011/4429

Dated:- 16.12.2011

**ORDER**

**Wages to be paid by cheque or electronic transfer into the account of workman**

The Labour Department of Government of NCT of Delhi has been notifying the rates of minimum wages for different class of employees in the scheduled employments in exercise of powers conferred by sub-section (2) of section 5 of the Minimum Wages Act, 1948 (XI of 1948) from time to time. The latest order has been issued vide No. No. F.12(142)11/MW/Lab/3650 dated 31.10.11 & Corrigendum No.12(142)/11/MW/Lab/4124 dated 05.12.2011 in respect of 27 scheduled employments and is available on the website of the Department i.e, [labour.delhigovt.nic.in](http://labour.delhigovt.nic.in).

02. These notifications/orders are issued to ensure that all the employees are paid atleast the minimum wages notified by the Government. However, the Labour Department has been receiving frequent complaints from the employees as well as from the various registered trade unions regarding non-payment of minimum wages which is violative of the provisions of the said Act and makes the employer liable under the Act for punitive action including prosecution.

03. Section 6 of the Payment of Wages Act 1936, gives the various modes of payment of wages viz., through cash and also through cheque or directly crediting to the accounts of the employees after obtaining the authorization from employees.

04. In order to redress the grievances of the employees relating to non-payment of minimum wages as also complaints from registered Trade Unions on the subject and also to insulate the employers from such complaints, it is in the interest of the employers to make the payment of wages through cheque or through ECS (Electronic Clearing System).

05. All the employers are accordingly directed to make payment of wages to their employees by cheque or crediting the wages in the employees' account through ECS after obtaining authorization from the employees as per section 6 of the Payment of Wages Act, 1936. For this purpose, the employers are also directed to facilitate opening of a zero balance bank account of their employees.

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06. Compliance of this order will not only ensure payment of minimum wages, but will also facilitate the compliance of various other labour laws relating to Employees State Insurance Act 1948, Contract Labour (R & A) Act 1970, Payment of Bonus Act, 1965, Employees Provident Fund Act, 1952, Payment of Gratuity Act 1972, Payment of Wages Act, 1936, etc. It will also redress the legitimate grievances of the employees and will lead to better industrial relations between the employers and employees.

  
(RAMESH TIWARI)  
LABOUR COMMISSIONER

To,

1. All the Industrial / Market / Trade Associations and Trade Unions in NCT of Delhi.
2. All Hospitals, Educational Institutions, Government and Semi-Government undertakings employing Contract Workers.

Copy to :-

1. The Principal Secretary to Hon'ble Lt. Governor, Govt. of NCT of Delhi.
2. The Principal Secretary to the Hon'ble Chief Minister, Govt. of NCT of Delhi
3. The Secretary to the Hon'ble Minister of Labour & Industries, Govt. of NCT of Delhi.
4. All Principal Secretaries, Secretaries, Govt. of NCT of Delhi with a request to also circulate it to the Autonomous Organisation under their control.
5. All Heads of the Departments, Govt. of NCT of Delhi with a request to also circulate it to the Autonomous Organisation under their control.
6. The Special Commissioner, Addl. Labour Commissioner (I) & (II) Labour Deptt., Govt. of NCT of Delhi.
7. Dy. Labour Commissioners of all Districts to ensure compliance.
8. AD(Planning ) for display on website of the Labour Deptt.