

Editor: Ute Krudewagen, **Associate Editors:** Amie Aldana and Ankoor Bagchi | **Asia and Oceania Editor:** Jason Noakes | **Canada Editor:** Pascal Rochefort | **European Editor:** Paul Callaghan | **Latin America Editor:** Juan Carlos Varela | **USA:** Trent Sutton

India

Payment of Wages Only by Check or Account Transfer

[Preetha S](#) and [Veena Gopalakrishnan](#), Nishith Desai Associates, Bangalore, Mumbai and Delhi

An order ("Order"), directing all employers in the National Capital Territory of Delhi ("NCT") to make payment of wages only via check or through an Electronic Clearing Service mechanism was issued on March 04, 2014¹ by the Labour Department, Government of NCT ("Labour Department").

This Order is issued on account of the potential violations of and non-payment of minimum wages notified under the Minimum Wages Act, 1948.

In addition to paying wages as mandated under the Order, employers are also required to facilitate and assist their employees to open bank accounts. Also, employers are directed to upload details of their employees such as their nature of work, bank account numbers, payment details, statutory records maintained, etc. on their websites. In case a contractor (who engages contract labor on behalf of the principal employer) does not have a website, the principal employer is required to upload the information pertaining to the contract employees on its website. Hard copies of the aforesaid information are to be submitted by the principal employer/contractor, to the concerned registering/licensing officer appointed by the Labour Department. A timeline of 90 days has been prescribed for employers/contractors to ensure compliance under the Order.

¹http://www.webtel.in/Image/labour_order.pdf