



UNPAID WAGES

Unpaid wages are remuneration legally due to an employee — salary, allowances, overtime, bonus, or any contractual payment forming part of 'wages' under the Code on Wages, 2019 — that is not disbursed within the statutory timelines. ELRS fights to recover every rupee workers are owed.

“ EVERY RUPEE EARNED.
EVERY RIGHT PROTECTED.
EVERY WORKER EMPOWERED. ”



01

WHAT COUNTS AS UNPAID WAGES



- **Section 6** mandates timely payment of wages depending on the wage period — daily, weekly, or monthly
- **Section 17(2)** requires full and final settlement within two working days of termination or resignation
- Non-payment within these timelines is a statutory violation
- **Section 2(y)** defines 'wages' broadly to cover basic pay, dearness allowance, and retaining allowance — while excluding statutory bonus, PF contributions, and gratuity
- Any amount falling within this statutory definition that remains undischarged constitutes unpaid wages

02

LEGAL REMEDIES



- Employees can file claims before Labour Courts or Industrial Tribunals
- Courts may order payment with interest, impose penalties on employers, and grant compensation for wrongful withholding
- Collective disputes can be raised under the Industrial Relations Code, 2020 for group cases

03

HOW WE CAN HELP



- Draft email and responses for employees raising the issue
- Draft legally fortified demand notices citing statutory provisions
- Prepare regulator-ready complaints for submission to labour authorities
- Ensure claims are supported with documentary evidence
- Represent employees before Labour Courts and Tribunals
- Frame arguments under the Code on Wages and Industrial Relations Code
- Seek interim relief to prevent hardship and press for penalties against repeat offenders



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This pamphlet is for general informational purposes only and does not constitute legal advice. Please consult with our team for guidance specific to your circumstances.

