



WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR



About the Wage and Hour Division

The Mission of the Wage and Hour Division (WHD) is to promote and achieve compliance with labor standards to protect and enhance the welfare of the nation's workforce.

Who We Are

The U.S. Department of Labor's Wage and Hour Division enforces laws that establish minimum standards for wages and working conditions for workers in the U.S., including minimum wage, overtime pay, child labor, family and medical leave, worker protections for migrant workers and temporary worker programs, and the prevailing wages for government service and construction contracts.

Who We Serve

Workers: WHD focuses on protecting workers in sectors where data and evidence show wage and hour violations are high, but workers are less likely to complain because they are unaware of their rights or fear retaliation.

Employers: WHD engages with employers to ensure they understand their legal obligations and to provide compliance assistance to prevent wage and hour violations from occurring.

What We Do

Education: WHD engages workers, employers and other stakeholders to ensure that workers know their rights and employers understand their responsibilities.

Enforcement: WHD investigates wages, hours, and other employment conditions to ensure that workers receive the protections under the law. When violations are found, WHD pursues back wages, liquidated damages and civil money penalties to address and remedy the violations.

How We Can Help

Workers: If you have questions or if an employer has violated your workplace rights please contact us. WHD can provide assistance in over 200 languages and your information will be kept confidential.

Employers: If you have questions about your legal responsibilities please contact us. WHD provides confidential compliance assistance to help ensure you are operating in compliance with federal wage and hour laws.

By the Numbers

- **165 MILLION** workers protected by WHD's laws
- **11 MILLION** establishments covered by WHD's laws
- **\$213 MILLION** in back wages recovered for workers by WHD in FY2022
- **\$1,393** average back wages recovered per worker by WHD investigations in FY2022
- **4,000** educational outreach events conducted in FY2022
- **40%** of WHD investigators are multilingual, and together speak more than 20 languages in addition to English
- **200 LANGUAGES** available through WHD's interpretation services allows real-time communication with the widest range of workers
- **1.15 MILLION** workers helped by WHD in the last five years