

MINIMUM WAGES ACT- 1948



Aim Of The Act



- Aims at securing minimum rates of wages in those categories where wages are low in order to prevent exploitation of unorganized labor.
- It lays down the procedure for regulating:
 - ▣ the hours of works
 - ▣ the payment of wages
 - ▣ the overtime,so as to ensure prompt payment and specifies the deduction that can be made from the wages of the workers.

SECTION 3

- The Act lays down the PRINCIPLES for fixation of : -
 - A minimum time rate of wages
 - A minimum piece rate
 - A guaranteed time rate
- An overtime rate for different occupations,
- localities or classes of work and for adults, adolescents, children and apprentices

SECTION 4




- The minimum wages may consist of : -
 - A basic rate of wages
 - and a cost of living of allowances –
 - A basic rate of wages with or without the cost of living allowance and the cash value of the concessions in respect of essential commodities supplied at.

Eligibility



- ❑ Permanent employees
- ❑ Contract employees
- ❑ Casual workers
- People on probation get fixed pay instead of minimum wages.
- Trainees get stipend and not minimum wages

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- ❑ So far as Railway Administration is concerned, the minimum wages act applies to casual workmen in employment:-
 - ❑ On the construction or maintenance of roads or in building operations; and
 - ❑ In stone breaking or stone crushing.
 - ❑ In other goods go downs, stone houses for loading and unloading operations.

Important provisions

- Wage period should be fixed for the payment of wages at intervals not exceeding one month.
- Wages should be paid on a working day within 7 and 10 days of the end of the wage period if less than 1000 and 1000 or more persons are employed respectively.
- Wages of persons discharged should be paid not later than 2nd working day after the discharge but the retrenchment compensation due if any, shall be paid at the time of the retrenchment of the work man in accordance with the provisions of the Industrial Dispute Act, 1947.

Important provisions

- The wages of an employed person should be made to him without deduction of any kind except those authorized under the Act.
- If an employee work more than maximum number of hours fixed, he would be entitled to overtime at double the ordinary rate of wages.
- The rate of wages admissible to workers in the various localities are fixed by Central Government, Ministry of labour (by issue of notification for the five zones, A, B-1, B-2, C and D and are to be reviewed by that authority at suitable intervals not exceeding five years.
- DRM and GM are empowered to sanctioned daily rates by 20% ,33 1/3% respectively over the rates notified by the Ministry of Labour.

References

- ▶ Indian Codes

https://indiacode.nic.in/handle/123456789/1530?view_type=browse&sam_handle=123456789/1362

- ▶ Chief Labour Commissioner (Central)

<https://clc.gov.in/clc/acts-rules/acts-and-rules-0>

- ▶ Labour.Telangana

<https://labour.telangana.gov.in/ActServices.do>

