

The Payment Of Wages Act-1936

Introduction: The Payment Of Wages Act-1936 came to light in India in 1936 but with effect since 21.03.1937.

Objective: Main objective of its Act to provide that

Fix the responsibility for payment of wages.

payment of wages at right time.

To pay the appropriate amount.

To prevent unauthorized deduction from salary.

Responsibility for payment of wages

In Factory- According to Factory Act-1948 Factory Manager is responsible for payment of wages to employee.

If any person is appointed for look after the Industrial Plant or supervision of establishment then he will be responsible for payment of wages to employee.

In Railway- Railway administration is responsible for payment of wages to employee.

Simply said that according to payment of wages Act-1936 employer is responsible for payment of wages to employee.

Fixation of wages period.

Which person is responsible for the payment of wages to employee he will be also fixed wages period .

Generally wages period should not be more than one month in any condition.

Time of payment of wages

If the number of workers are less than 1000 then time of payment of wages should be before 7th day of last payment date.

If the number of workers are more than 1000 then time of payment of wages should be before 10th day of last payment date.

Permissible total deduction

According to payment of wages act-1936

75% wages may be deducted incase of co-operative societies in other cases more than 50% wages can not be deducted.

Permissible deduction

Fine.

Wages of absent period.

Cost of any damages as order by authority under D&AR.

PF Money.

Income Tax.

Advance Loan.

Society Loan.

Bank Loan .