



### The Minimum Wages Act – 1948

Objective of the Minimum Wages bill introduced on April 1946 by Dr. B.R. Ambedkar was mainly to bring social justice by enabling the working class to have a minimum standard of life. The bill wanted to prevent exploitation of workers by the Employers by fixing a statutory obligation on the employer to pay the minimum wages. The bill was passed in March 1948 as The Minimum Wages Act -1948.

The history of Minimum Wages Act can be traced back to the Geneva Convention of International Labor Conference in 1928 and the resolution reads as “If the labourers are to be secured the enjoyment of minimum wages and they are to be protected against exploitation by their employers, it is absolutely necessary that restraint should be imposed upon their freedom of contract and such restrictions cannot be in any sense be said to be unreasonable. On the other hand, **the employers cannot be heard to complain if they are compelled to pay minimum wages to their labourers even though the labourers on account of their poverty and helplessness are willing to work on lesser wages**”

The legal minimum wage is decided nationally as well as state wise for listed industries/employments. Normally the legal minimum wage is revised twice in a year.

To refer to the recently revised minimum wages state wise and region wise please see the link below:

<http://www.paycheck.in/main/salary/minimumwages>