

Lesson 24: Minimum Wages Act, 1948

1. Fixation of Minimum Rates of Wages (Section 3)

- The appropriate government to fix minimum rates of wages of the employees employed in specified employment
- To make review at such intervals not exceeding five years; the minimum rates or so fixed and revised the minimum rates.

2. Minimum Rates of Wages (Section 4)

- The government appoint committee issuing notification for fixing and revising minimum rates of wages.
- Minimum rates of wages includes such as Basic Rates of Wages; Variable Dearness Allowances and Value of other concessions etc.

3. Overtime (Section 5)

- To be fixed by the hour, by the day or by such a longer wage-period works on any day in excess of the number of hours constituting normal working day.
- Payment for every hour or for part of an hour so worked in excess at the overtime rate double of the ordinary rate of (1.5 times or for agriculture labour).

4. Composition of Committee (Section 9)

Representation of employer and employee in schedule employer in equal number and independent persons not exceeding 1/3rd or its total number one such person to be appointed by the Chairman.

5. Payment of Minimum Rates of Wages (Section 12)

Employer to pay to every employee engaged in schedule employment at a rate not less than minimum rates of wages as fixed by notification by not making deduction other than prescribed.

6. Maintenance of registers and records (Section 18)

- Register of Fines.
- Annual Returns.
- Register for Overtime.
- Register of Wages.
- Representation of Register.

7. Offences and Penalties

Offence	Punishment
For paying less than minimum rates of wages	Imprisonment up to 6 months or with fine up to INR 500/-
For contravention of any provisions pertaining to fixing hours for normal working day etc.	Imprisonment up to 6 months or with fine up to INR 500/-

8. Checklist- The Minimum Wages Act, 1948

S. No.	Description of Forms	Time Line
1	Form I: Register Of Fines	Ought to be up to date
2	Form II: Register of deductions for damage or loss caused to the employer by the neglect or default of the employed persons	Ought to be up to date
3	Form III: Annual Return	By 1st February each year
4	Form IV: Register Of Overtime	Ought to be up to date
5	Form V: Muster Roll	Ought to be up to date
