

MINIMUM WAGES ACT, 1948



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- The list of category of industries are mentioned in the Schedule of the Act
- (viz. Pharma, Beedi manufacturing, Textile, establishments etc.,)
- Minimum Wages are fixed based on the category of employment.
- (ie. Unskilled, semi skilled, skilled and highly skilled or by designation)
- All the employees (including contract, temporary) working in an industry are entitled to the same minimum wage applicable that industry.



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- The minimum wages are linked to VDA and the State Government will announce increase or decrease of VDA points once in 6 months (April & October)
- The minimum wage fixed is for 8 hours.
- When piece rate earning for 8 hours work is less than minimum wage, minimum wages are to be paid.
- For working over and above 9 hours per day or 48 hours per week, over time shall be paid at double the ordinary rate.



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- Register of Fines – Form I
- Register of Overtime – Form IV
- Register of Wages – Form X
- Wage slip – Form XI,
- Muster Roll – Form V
- The register are to be preserved for a period of 3 years.



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- Wage slip shall be issued in Form XI
- Annual Returns – Form III
- Notice in Form IX A containing minimum wage rates and abstract of the act and rules should be displayed.
- Name and address of the Inspector shall be displayed.

