

PAYMENT OF WAGES ACT, 1936



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- Applicable to Factory, Industrial Establishment, Motor Transport Service, Air Transport service, Mine, Quarry or oil-field, Plantation, Workshop or other establishments etc.,
- Employees whose salary is Rs.24,000/- per month and below including apprentices are covered under Act.
- Wage period shall not exceed one month.
- 1000 or more workmen employed industrial establishments before expiry of 10th day.



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- Below 1000 workmen employed industrial establishments before expiry of 7th day.
- Wages should be paid through bank or cheque.
- Permissible deductions are listed in Section 7 of the act.
- Total deduction shall not exceed 50% of the wages earned.
- In case consumer cooperative society deductions the deductions shall not exceed 75% of the wages earned.
- Fine can be imposed only after giving opportunity to show cause.



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- Fine should not exceed 3% of wages payable during such wage period.
- Fine deducted shall be deposited in the Labour Welfare Fund account in the state of AP & Telangana.
- All fines to be recorded in a register.
- All records and registers shall be preserved for a period of 3 years.
- Abstract of the act should be displayed.



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- Register of deductions for damage or loss in Form III
- Register of advance in Form IX
- Muster Roll in Form IV
- Wage Register in Form VI

