

Chapter - 18

Unit - 11 Minimum Wages
Act, 1948

* Objectives : -

- Minimum Wages act aims to prevent exploitation of labour by establishing Minimum wages rates in certain Schedule employments across India. It empowers the govt. to set these rates ensuring workers are not paid starvation wages. Specially in context high unemployment.
- The act reflects commitment to worker welfare and dignity.
- Govt is not required to set minimum wages for schedule employment's with fewer than 1000 employees.
- However, if no. of employees rises to 1000 or more govt must then establish minimum wages rate for that employment.

• Appropriate govt. to sets mini. wages rate based on :-

(i) Different scheduled employment.

(ii) Different class of work within same employment.

(iii) Categories of workers -

• Adult

• Adolescent

• Children and

• Apprentice

(iv) Different localities.

• Minimum wages can be fixed for various periods including :-

(i) By the hour.

(ii) By the day

(iii) By the month

CASE LAW

* In *Adedward Mills vs. State of Aimer.*

• It was held that Committee recommendations are advisory and govt. is not obligated to accept them.

* Fixing hours for a normal working Day [Sec. 13]

- These provisions apply to Specific Category of employees under Certain Conditions :-

Including :-

(i) Urgent worker → Employees engaged in unforeseen emergencies, |

(ii) Preparatory work → Employees involved in necessary preparatory task outside normal working limit.

(iii) Intermittent work → Employees whose duties are inherently irregular.

(iv) Technical Completion → Employees working on tasks that must finish before their shift ends.

(v) Natural forces → Employees whose work time is depends on natural factors.

- Minimum wages rates are closely linked to Standard working hours i.e 48 hrs a week.