

LABOUR LEGISLATION NOTES

3. Minimum Wages Act, 1948

Introduction

Ensures payment of **minimum wages** to workers in scheduled employments.

Objectives

- Prevent exploitation
 - Ensure basic standard of living
 - Reduce income inequality
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Fixation of Wages

Committee Method

Notification Method

Revision

- At intervals not exceeding 5 years
 - Based on inflation and cost index
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Types of Minimum Wages

- Basic wage
 - Dearness allowance
 - All-inclusive wage
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Advisory Machinery

- Advisory Board
- Central Advisory Board
- Committees

Enforcement

- Inspectors
- Registers and records

Penalties

- Fine and imprisonment

Critical Analysis

- Reduces poverty
- Enforcement challenges remain

Conclusion

Essential tool for social justice.
