

THE DEFINITION OF MINIMUM WAGE UNDER MINIMUM WAGES ACT,1948 AND THE NEW WAGES CODE, 2019: A CRITICAL ANALYSIS

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ABSTRACT

Wages are commonly understood as the price paid against labour. It is a 19th century construct that gained recognition with the commodification of labour by industrialists, who dictated the terms and conditions of employment and thus, exploited the labourer. The Minimum Wages Act of 1948 is the Act of Parliament that sets the minimum wages to be paid for skilled and unskilled labour, The Tripartite Committee set up by the Central Advisory Committee was the body that first came up with the concept of minimum wage which guarantees a basic subsistence as well as provides for education, medical facilities and a basic level of comfort.

We find that this archaic law has been exploited by employers to underpay their workers. As per the law, wage rates in scheduled employments differ across states, sectors, skills, regions and occupations owing to the difference in costs of living, regional industries' capacity to pay, consumption patterns, etc. Hence, there is no single uniform minimum wage rate across the country and the structure has become overly complex.

This research paper seeks to carry out an in-depth study into the concept of minimum wage, its definitions and how it is calculated, the various changes brought about by the Wages Code of 2019 and suggestions and implementations needed to be brought about in the legislations to have a more realistic and equitable calculation and distribution of wages.

Keywords: Definition of Wages, Minimum wage-concept/components, scheduled employment, the Wages Code of 2019

I. The Concept Of Minimum Wage

1. Introduction

The Indian Constitution has defined 'living wage' as the level of income of a worker which ensures a basic standard of living and includes good health, dignity, education, comfort and is able to provide for any contingency. Keeping the Industry's capacity to pay its employees the Constitution further explains the concept of 'Fair Wage' as the level of wage that not only maintains a level of employment but seeks to increase it keeping in mind the industry's capacity to pay the employees.

In its first session on November 1948, the Central Advisory Council appointed a Tripartite Committee that came up with the concept of 'Minimum Wage'. The Committee's definition of minimum wage as: "The minimum wages must be provided not merely for the bare subsistence of life but also for the preservation of efficiency of the workers by providing for some measures of education, medical requirement and amenities". Recommendations of this committee have set the foundations of wage fixation. The Minimum Wages Bill was passed by the Legislature and received assent on March 15th, 1948. It came on the Statute Book as the Minimum Wages Act, 1948.

1.1 Statement Of Objects And Reasons Behind The Bill

The Minimum Wages Bill was introduced due to the various objects it sought to achieve:

- I. The justification for statutory fixation of minimum wage is needed as, compared to other developing countries, India has a poorly constructed worker's organisation and worker's bargaining power is very poor.
- II. The Bill provides for Wage fixation for scheduled and unscheduled employment as per the Schedule and calls for periodical revision of the wages. A higher period is laid down for agricultural labourer's minimum wages due to administrative difficulties arising in the course of their employment in comparison to other employments listed in the Schedule.
- III. Provisions are made to set up Advisory Committees and Boards with equal representation of employers and employees for purposes of consultation to fix wages.
- IV. In cases where the employer pays less than the minimum wages, a summary procedure has been provided to recover the balance of penalty and to carry out subsequent prosecution of the offending party.
- V. No exemptions are to be made for employees of undertakings belonging to Central Government except for in case of difficulties lying in the sphere of duty.

1.2 Reasons To Justify Governmental Interference In Determination Of Wages

Firstly, due to illiteracy and inadequate labour organisation among workers, the bargaining powers of workers is very weak in comparison to their employees. Hence, the need arose for the Government to safeguard the interests of the labour force. Second reason is that India being a developing country, needs unhindered industrial production and minimum work stoppages. Thirdly, as enshrined in the Directive Principles of State Policy states that the securing of the living wages to labourers ensures not only the basic subsistence but also the maintenance of health and decency and is conducive to the health of the general public. Fourthly, wages should be subject to a conscious social policy so that justice can be served to all.

The concept of minimum wages evolved with reference to the remuneration of workers in those industries where the level of wages was substantially low as compared to similar types of labour in other industries.

II. The Salient Features Of The Minimum Wages Act,1948

1). The Minimum Wages Act,1948 extends to the whole of India. It applies to the employments as per the Schedule and in some cases as per the Appropriate Government. The Appropriate Government may add any employment to the schedule if there are 1000 workers or more working in that state.

2). The Act provides for the fixation of the following rates of wages:

- a). A minimum time rate of wages
- b). A minimum piece rate
- c). A guaranteed time rate
- d). An overtime date

For different occupations, localities or classes of work and for adults, adolescents, children and Apprentices.

3). The Act provides that the minimum rate of wages may consist of:

- a). A basic rate of wages and a cost of living allowance
- b). A basic rate of wages with or without the cost of living allowances and the cash value of the concessions in respect of essential commodities supplied at concessional rates.

4). The Act requires that wages shall be paid in cash, although it empowers the appropriate Government To authorize the payment of minimum wages, either wholly or partly in kind of particular cases.

5). The cost of living allowances and cash value of the concessions in respect of supplies of essential commodities in respect of supplies of essential commodities at concessional rates shall be computed by component authority at certain interval.

6). The Act empowers the appropriate Government to fix the number of hours of work/day, to provide for a weekly holiday and the payment of overtime wages in regard to any Scheduled employment in respect of which minimum wages have been fixed under this Act. While fixing hours for a normal working day as per the act should make sure of the following:

- The number of hours that are to be fixed for a normal working day should have one or more intervals/breaks included.
- At least one day off from an entire week should be given to the employee for rest.
- Payment for the day decided to be given for rest should be paid at a rate not less than the overtime rate.
- If an employee is involved in work that categorises his service in two or more scheduled employments, the employee's wage will include respective wage rate of all work for the number of hours dedicated at each task.
- It is mandatory for the employer to maintain records of all employee's work, wages and receipts .
- Appropriate governments will define and assign the task of inspection and appoint inspectors for the same.

8). Under the Act, Inspectors and Authorities can be appointed to hear and decide claims arising out of payment of wages at less than the minimum rate of wages, or remuneration for days of rest or of work done on such days or of overtime wages.

9). In case of non- payment of minimum wage, a claim can be made before the labour authority who can make an order of payment, 10 times of the difference amount.

10). Not paying minimum wages is an offence under the Act upto six months imprisonment and fine upto Rs.500 or with both.

III. The Components Of Minimum Wage

2. Statutory Definition

The Act does not explicitly give a definition of “minimum wage” but an explicit definition of the term wages is mentioned under **section 2(h)** of the Act as follows-

“Wages" means all remuneration, capable of being expressed in terms of money, which would, if the terms of the contract of employment, express or implied, were fulfilled, be payable to a person employed in respect of his employment or of work done in such employment, [and includes house rent allowance]”

The various components that Wages do not include are the value of-

- (a) any house- accommodation, supply of light, water, medical attendance,
- (b) any other amenity or any service excluded by general or special order of the appropriate Government
- (c) any contribution paid by the employer to any Pension Fund or Provident Fund or under any scheme of social insurance
- (d) any travelling allowance or the value of any travelling concession
- (e) any sum paid to the person employed to defray special expenses entailed on him by the nature of his employment
- (f) any gratuity payable on discharge

Employee here means any person who is employed for hire or reward to do any work, skilled or unskilled, manual or clerical, in a scheduled employment in respect of which minimum rates of wages have been fixed.

Minimum wages are defined as the minimum amount of remuneration that an employer is required to pay wage earners for the work performed during a given period, which cannot be reduced by collective agreement or an individual contract.

Revision And Fixation Of Minimum Wages

Section 3 of the Minimum Wages Act talks about the revision or fixation of Minimum wages and empowers the Appropriate Government to fix the minimum rates of wages as per the Act.

Section 3 (1)(a) states that the appropriate Government shall fix the minimum rates of wages payable to employees employed in an employment specified in **Part I** or **Part II** of the Schedule and in an employment added by notification under section 27.

The proviso states that the appropriate Government may, in respect of employees employed in an employment specified in Part II of the Schedule, instead of fixing minimum rates of wages under this clause for the whole State, fix such rates for a part of the State or for any specified class or classes of such employment in the whole State or part thereof.

Section 3 (1)(b) states the duty of appropriate government to review at such intervals as it may think fit, such intervals not exceeding five years, the minimum rates of wages so fixed and revise the minimum rates, if necessary. However there does exist a provision to increase dearness allowance every two years. The norms in fixing and revision of minimum wages were first recommended by ILC, 1957.

The proviso to this section states that where for any reason the appropriate Government has not reviewed the minimum rates of wages fixed by it in respect of any scheduled employment within any interval of five years, nothing contained in this clause shall be deemed to prevent it from reviewing the minimum rates after the expiry of the said period of five years and revising them, if necessary, and until they are so revised the minimum rates in force immediately before the expiry of the said period of five years shall continue in force.

Section 3 (1A) states that the appropriate Government may refrain from fixing minimum rates of wages in respect of any scheduled employment in which there are in the whole State less than one thousand employees engaged in such employment, but if at any time the number of employees in any scheduled employment in respect of which it has refrained from fixing minimum rates of wages has risen to one thousand or more, it shall fix Minimum rates of wages payable to employees in such employment after such finding.

The appropriate Government may fix-

(a) a minimum rate of wages for time work (hereinafter referred to as "a minimum time rate")

(b) a minimum rate of wages for piece work ("a minimum piece rate")

(c) a minimum rate of remuneration to apply in the case of employees employed on piece work for the purpose of securing to such employees a minimum rate of wages on a time work basis ("a guaranteed time rate")

(d) a minimum rate (whether a time rate or a piece rate) to apply in substitution for the minimum rate which would otherwise be applicable, in respect of overtime work done by employees (referred to as "overtime rate")

Section 3(2A) reiterates the cases in which the minimum rates of wages do not apply and Will not be fixed for any employment.

Firstly, in case of an industrial dispute relating to the rates of wages payable to any of the employees employed in a scheduled employment, any proceeding is pending before a Tribunal or National Tribunal under the Industrial Disputes Act, 1947 or before any like authority under any other law for the time being in force,

Secondly, an award made by the above authorities is in operation.

Thirdly, when a notification fixing or revising the minimum rates of wages in respect of the scheduled employment is issued during the pendency of such proceeding or the operation of the award

Section 3 (3)(a) enlists the various classes for which the appropriate Government may fix or revise minimum rates of wages namely–

- I. different scheduled employments
- II. different classes of work in the same scheduled employment
- III. adults, adolescents, children and apprentices
- IV. different localities

Section 3 (3)(b) provides that the minimum rates of wages may be fixed by any one or more of the following wage periods, namely:-

- I. by the hour
- II. by the day
- III. by the month,
- IV. by such other larger wage period as may be prescribed

and where such rates are fixed by the day or by the month ' the manner of calculating wages for a month or for a day, as the case may be, may be indicated Any wage-periods fixed as per section

4 of the Payment of Wages Act, 1936, the minimum wages shall be fixed in accordance therewith.

The Minimum Rate Of The Wages

Section 4 of the Act provides that the minimum rate of wages fixed or revised under Section 3 contain:

- I. a basic rate of wages and a special allowance at a rate to be adjusted, at such intervals and in such manner as the appropriate Government may direct, to accord as nearly as practicable with the variation in the cost of living index number applicable to such workers i.e the cost of living allowance
- II. a basic rate of wages with or without the cost of living allowance, and the cash value of the concessions in respect of supplies of essential commodities at concession rates, where so authorised
- III. an all-inclusive rate allowing for the basic rate, the cost of living allowance and the cash value of the concessions, if any.

The Procedure For Fixation And Revision On Minimum Wages

The procedure for fixing or revising the minimum rate of wages is dealt with in **Section 5** of the Act. There are two methods the appropriate government can follow-

1. **The Committee Method-** a Committee or a sub-committee may be appointed and as per their Suggestions the appropriate government shall notify in the Official Gazette the fixed or revised Rates as per the specified date in the notification. If no date is specified it shall come into force on the expiry of three months.
2. **The Notification Method-** the appropriate government may publish invitation for proposals in the Official Gazette and specify a date not less than two months to take into consideration the views of the affected persons by the changes in wages.

After these deliberations the revised rates can come into force at the expiry of three months of the date of issue and Minimum wages can be revised with retrospective effect.

The Revision of minimum wage rates is based on a '**cost of living index**' and wages can be fixed for an entire state, part of the state, class or classes and employments pertaining to these categories. The fixation of wages is based on the norms mentioned and a wage board which is different for every different industry.

Under the Minimum Wages Act, State and Central Governments have the power to fix and revise minimum wages. The act specifies that the "appropriate" government should fix the wages i.e. if the wages to be fixed are in relation to any authority of Central government or Railway administration then the Central government fixes it.

However, if the wage rate is to be fixed or revised for a scheduled employment, the respective state governments fix it.

The Centre fixes the National floor level Minimum Wage that is lower than most states' respective minimum wages

Employer's Obligation To Pay The Minimum Wage

Section 12 imposes an obligation on the employer to pay to every employee engaged in a scheduled employment wages at a rate not less than the minimum rates of wages fixed by the notification issued under Section 5 of the Act.

Claims And Bar Of Suits

Section 20 provides that all Claims arising out of payment of less than the minimum wages or for days of rest/ work/ overtime may be entertained by the Authority.

Section 24 creates an express bar on any other Court to entertain any suit based on any of the above claims

Penalty For Offences

According to **Section 22** of the Act, not paying minimum wages is an offence and attracts up to six months imprisonment and a fine upto Rs.500 or with both

IV. New Changes Under The Wages Code,2019

The Code on Wages Bill, 2019 was passed by the Lok Sabha on July 30,2019, and by Rajya Sabha on 2nd August 2019.

The Wage Code regulates wage and bonus payments in all employments.

The Code combines the provision of the following four laws:

- I. the Payment of Wages Act, 1936
- II. the Minimum Wages Act, 1948
- III. the Payment of Bonus Act, 1965
- IV. the Equal Remuneration Act, 1976

The Wage Code repeals the above 4 laws, but in light of the current pandemic the implementation of the Code has been put on hold.

The new Code gives the Central Government power to make wage-related decisions for specified industries such as railways, mines and oil fields, etc. The State Government can make decisions for other industries' employment. The 'floor wage' or base wage is decided by the Central Government depending on the industry and living standards of the employees in question. The Code strictly prohibits minimum wage from falling under it. The State Government uses the floor wage to decide on regional minimum wages.

There are different factors considered while fixing the minimum wage. General factors are the skill and difficulty of the worker. The Code also covers the working hours of the employees; their overtime pay, hours of employment, method of payment (coins/notes/bank/credit/electronic transfers/cheques), so on, and so forth.

The central government may also obtain the advice of the Central Advisory Board (Tripartite plus advisory body with representation from the worker, employer and government groups as well independent persons) and may consult with state governments. Moreover, 33% of the total members of both the central and state Boards must be women. The Boards have the mandate to advise the respective governments on various issues including-

- I. fixation of minimum wages
- II. increasing employment opportunities for women.

With regards to deduction of salary of the employees, the Code states that the employer can deduct salary due to absences or entitlement (and similar reasons), however, the deduction should not fall below 50% of the total wage of the employee. Furthermore, the Code also states that of the wages do not exceed a particular amount of Indian Rupees, the Central and/or State Government should be notified and they would consider if the employee is eligible for a bonus. Such a bonus would be a minimum of 8.33% or a sum of hundred Indian Rupees whichever is higher. The maximum amount of bonus is capped at 20% of the annual wages of the employee.

The Code also strictly observes policies against gender discrimination and reinstates that wages and recruitment are to be decided on the factors contributed by the employee and not his/her gender. The Code also contains sections for how the advisory board of members relating to minimum wage is to be structured and lists out offense penalties for employers who fail to follow and uphold the Code.

There is yet to be a law passed to unify minimum wages all across the country due to the difference in the standard of living in each state. It is important to note and appreciate that the Government of India is taking an effort to pass new legislation regarding minimum wages in par with the economic conditions of the country.

Non-Standard Workers' Rights On Minimum Wage - Platform Workers

The Code on Wages, 2019 provides for the procedure to set minimum wages. The law also requires employers to pay minimum wages to employees. Employee is defined as "any person (other than an apprentice engaged under the Apprentices Act, 1961), employed on wages by an establishment to do any skilled, semi-skilled or unskilled, manual, operational, supervisory, managerial, administrative, technical or clerical work for hire or reward, whether the terms of employment be express or implied, and also includes a person declared to be an employee by the appropriate Government, but does not include any member of the Armed Forces of India". The Code on Wages entitles only employees to the bonus payment. Service agreement may also provide for a bonus payment to incentivise service delivery.

Under the Wage Code, it is the responsibility of Inspector-cum-Facilitator to inspect all such establishments where workers are employed. On inspection of record or filing of a complaint by a worker, proceedings can be initiated against an employer. However, since platform workers are regarded as independent contractors, these are not covered under the Wage Code.

Wage Codes provides for penalties where compliance with the law is lacking. The fine ranges between 20,000 to 100,000 Indian rupees. Since platform economy workers are considered independent contractors, their contracts/service agreements are governed under the Indian Contract Act, 1872.

The wages can be paid by the employer on a daily, weekly, fortnightly, or a monthly basis. The industrial or commercial establishments may be required by notification to pay wages through cheque or by crediting the wages directly in the worker's bank account.

The Wage Code also specifies the time limit for payment of wages. For daily wagers, the wages must be paid at the end of daily shift. In the weekly wage period, the wages must be

paid on the last working day of the week; for fortnightly wage period, the wages must be paid within 2 days at the end of fortnight. For monthly wage period, the wages must be paid within 7 days of the end of working month.

Under the Wage Code, workers' wages may be deducted on certain grounds that is-

- I. fines, deductions for loss of goods or money due to the worker's neglect
- II. absence from duty
- III. accommodation given by the employer or other amenities
- IV. recovery of loans and advances given to the employee
- V. deductions for payment of trade union fees or contribution to social security schemes,
- VI. deductions of income tax.

The total deductions should not exceed 50% of the worker's total wage. The Wage Code also has provision on determination and payment of bonus. All such worker who have worked at least 30 working days in a year with an establishment and whose wages do not exceed a specific monthly amount, as notified by the central or state government, will be entitled to an annual bonus.

The bonus will be at least 8.33% of his/her wages, or Rs 100, whichever is higher. In addition to the minimum bonus (where the allocable surplus exceeds the minimum bonus), the employer is required to distribute a part of the gross profits amongst the workers. It is distributed in proportion to the annual wages of a worker. The worker can receive a maximum bonus of 20% of his annual wages.

Non-Standard Workers' Rights On Regular Pay - Platform Workers

The payment system in the platform economy is varied. Some platforms apply an hourly rate, others offer a specific amount per delivery, ride or task. The platforms do not ask for a service fee. However, it is often required that workers use their own equipment or means of transport to perform their worker duties.

This varies per platform. For independent contractors, offering bonuses is legally allowed in any way, shape or form. Uber offers Quest and Boost incentives/bonuses. Quest promotions allow drivers/partners to earn extra money for reaching certain trip goals in a set amount of time (a week). Select drivers/partners receive weekday and weekend boosts as well.

For independent contractors, applying deductions is legally allowed in any way, shape or form. Deductions from payment on account of service fees are covered under the Indian Contracts Act 1872.

Scheduled Employment-VDA

	Basic per month	VDA per month	Total per month	Total per day
Unskilled	₹15,310.00	₹182.00	₹15,492.00	₹596.00
Semi-skilled	₹16,681.00	₹208.00	₹17,069.00	₹657.00
Skilled	₹18,563.00	₹234.00	₹18,797.00	₹723.00
Clerical and supervisory staff - Non Matriculate	₹16,681.00	₹208.00	₹17,069.00	₹657.00
Clerical and supervisory staff - Matriculate but not Graduate	₹18,563.00	₹234.00	₹18,797.00	₹723.00
Clerical and supervisory staff - Graduate and above	₹20,196.00	₹234.00	₹20,430.00	₹786.00

Draft Wages Code 2020- Important Provisions

The important provisions in the draft Wages Code, 2020 are as follows-

Working Hours in a Day

- Normal working day to comprise of 8 hours of work with an aggregate rest period of 1 hour
- Work day inclusive of rest intervals not to spread over more than 12 hours on any day

Rest Day

- Employee to be allowed a day of rest every week
- Preferred rest day to be Sunday – but employer can fix any other day as a weekly rest day
- Substituted rest day if employee works on stipulated day of rest.
- For working on a rest day employee to be paid at overtime rates and for substituted rest day at normal rate.

Recoveries from Wages

- Where deductions from wages exceed 50% – excess to be carried forward and recovered from succeeding wages of the wage period
- For imposition of fines, Deputy Chief Labour Commissioner (Central) shall be the authority

- Employee to be given an opportunity to offer an explanation – for recoveries relating to damages or loss

Payment of Dues and Claims

- In death cases, dues to be paid to the person nominated or to be deposited with the specified authority (being deputy chief labour commissioner (central)) within 3 months/ 6 months
- Rules prescribe a maximum time frame of seven years for disbursement of dues.
- Possible to file a combined application by employees for claiming dues

Forms, registers and wage slips

- Rules permit filing of forms, maintenance of registers and issuance of wage slips electronically.
- Fines/ deductions and realisations thereof to be recorded in a register prescribed in Form I.
- Form for composition of offense can be filed in a prescribed Form VI.
- Need for modification to systems / technological updates to ensure compliance

Inspection

- Inspection scheme under the code to be formulated by the Chief Labour Commissioner (Central).

Revision of DA

- The rules specify COLA and cash value of concessions to be computed once before April 01 and October 01 every year
- Would impact DA payable to the employees

Landmark Judgements

In *Crown Aluminium Works v. their Workmen* it was held that no industry has a right to exist unless it is able to pay its workmen at least a bare, minimum wage.

In *Kamani Metals and Alloys Ltd. v. Workmen* it was held that minimum wages must be paid Irrespective of the extent of the profits, financial condition of the enterprise, or availability of workmen on lower wages.

In *Reptakos Brett v. Workmen* it was held that Minimum wage is revised while considering the following five elements: three consumption units per earner; minimum food requirement of 2700 calories per average adult; cloth requirement of 72 yards per annum per family; house rent corresponding to the minimum area provided under the Government's Industrial Housing Scheme; fuel, lighting and other miscellaneous items of expenditure to constitute 20% of the total minimum wage; and children education, medical requirement, minimum recreation including festivals/ceremonies and provision for old age, marriage etc. should further constitute 25% of the total minimum wage.

Limitations

There are various limitations which exist in the present legislations namely-

- **Large unemployment:** Ensuring a payment at the minimum wage rate does not ensure employability to a willing worker. Many workers out of desperation accept a wage below the minimum wage. Workers are too weak and vulnerable to demand their rights and after liberalisation, collective rights have grown weaker with decreasing power of trade unions. These two factors combined give the employer the capacity to offer employment at wages below the minimum wage rate. There have also been cases where workers are paid wages below the minimum wage floor in government funded road and construction projects.
- **Less protection against inflation:** Real minimum wage rates may decline in the face of accelerating inflation
- **Exemptions from payment of minimum wages:** Government projects have been known to resort to various channels for paying wages below the minimum wage rate. They use methods such as special notifications and exemption clause (26-2) of the Minimum Wages Act.
- **Lack of awareness:** Many citizens are not aware of the existence of a statutory provision that ensures a minimum wage rate. "80% of workers earn less than INR 20/day or less than half of government stipulated minimum wage rate (rural INR 49 and urban INR 67)"
- **Delays and inaction:** There are delays in appointment of committees for fixation, revision and implementation. A lot of industries and industries do not fall under the purview of the act as their specific minimum wage rates are yet to be fixed.

- **Terminology:** The government and its committees have defined three types of wages: 'living wage', 'minimum wage' and 'fair wage'. These concepts are vague in definition and correspond to a utopia where the government and industry could afford to pay them.

Suggestions

A uniform minimum wage threshold has to be implemented to avoid confusion and irregularity in the rates fixed for minimum wages. The cost of living index should not be the only factor to determine the minimum wage and the inflation also must be taken into consideration. Our minimum wages must be at par with international standards.

Conclusion

Minimum Wages Act was enforced to ensure the employers did not exploit employees with insufficient wages. Though the idea of the legislators was novel and noble in its approach but there has been gross misuse of this Act by the employers to underpay their employees. The Act is applicable on all establishments, factories, place of business and industry types. Unscheduled industries are generally excluded, though a state can add a minimum wage for an occupation or specify it for a sector during a revision cycle.

What is needed is a more realistic estimation of minimum wage which is in conformity with the modern times. Uniformity and frequency in fixing and revising the minimum wages needs to be brought about to further the plight of workers. Stricter norms for defaulton the behalf of employers needs to be implemented. Minimum wage is to be ensured and provided to each and every workmen whether scheduled or unscheduled in order to ensure an equitable distribution of wages to the workers.

References

1. Article 43 of the Constitution of India
2. The Ministry of Labour and Employment Bureau
3. Part IV of the Indian Constitution
4. Art 43 of the Indian Constitution
5. S.20, Minimum Wages Act,1948
6. S.22-Penalty for certain offences, Minimum Wages Act,1948

7. ILO Website
8. Part I of the Schedule of Employment includes manufacturing, tea/coffee/rubber plantations, stone breaking, bidi/lac industries
9. Part II of the Employment Schedule includes employments in agriculture like dairy farming/livestock/cultivation
10. Section 3(2) Minimum Wages Act,1948
11. Proviso to Section 3(3)
12. Section 5(1)a, the Minimum Wages Act,1948
13. Section 5(1)b
14. Section 5(2)
15. The Wages Code,2019
16. AIR 1958 SC 30
17. AIR 1967 SC 1175
18. AIR 1992 SC 504
19. Jhabvala, Renana (7 March 1998). "Minimum Wages Based on Worker's Needs". *Economic and Political Weekly*: 500–502.