

The Minimum Wages Act, 1948

12. Payment of minimum rates of wages. The employer shall pay to every employee engaged under him wages at a rate not less than the minimum rate of wages fixed by the appropriate government.

14. Overtime. If an employee, whose minimum rate of wages is fixed by the hour, by the day, or by month, works more than the number of hours constituting a normal working day, then the employer must pay the employee at a rate of twice the normal rate of wages for every hour worked beyond the normal working hours.

15. Wages of the worker who works for less than a normal working day. If an employee, whose minimum daily wage is set, works fewer hours than a normal working day, they should still be paid as if they worked a full day. However, they won't be entitled to full wages if their reduced hours are due to their unwillingness to work.

16. Wages for two or more classes of work. Where an employee does two or more classes of work to each of which a different minimum rate of wages is applicable then the employer shall pay to such employee in respect of the time respectively occupied in each class of work.

17. Minimum time rate wages for piece work. Where an employee is employed on piece work for which a minimum time rate and not a minimum piece rate has been fixed, the employer shall pay such employee wages at not less than the minimum time rate.

18. Maintenance of registers and records. Every employer shall maintain registers and records giving particulars about employees employed by him, the work performed by employees, the wages paid, and such other particulars. Additionally, every employer shall keep these records exhibited in the factory or place where the employees are employed.