

## **The Payment of Wages Act, 1936**

- 3. Responsibility and Timing of payment of wages.** Employers are responsible for paying wages to the workers. **(5)** Employers must pay the wages promptly, in establishments with less than 1,000 workers, wages must be paid before the seventh day of the month; and in larger establishments, wages must be paid before the tenth day of the month after the wage period.
- 4. Fixation of wage periods.** It is the responsibility of an employer to fix wage periods and no wage period shall exceed one month.
- 6.** All wages must be paid in current currency notes, by cheque, or by transferring to the bank account of the employee.
- 7 Major deductions, which may be made from wages are the following types:**
- 8. Fines.** The employer can only impose fines for acts approved by the prescribed authority. The details of these acts must be displayed at the workplace. Before imposing a fine, the employee must be given an opportunity to explain. It is the responsibility of the employer to ensure that all fines and their details are recorded in a register. Furthermore, all fines realized from the employees must be submitted to the state labour welfare fund;
- 9. Deductions for absence from duty.** Deductions may be made only on account of the absence of an employed person from the work.
- 10. Deductions for damage or loss.** An employer cannot deduct more than the actual damage or loss caused by the employee's negligence. Before making a deduction, the employee must be given a chance to explain. All such deductions and their details must be recorded in a register.
- 11. Deductions for services rendered.** A deduction shall not be made from the wages of an employed person unless the house-accommodation has been accepted by him and such deduction shall not exceed an amount equivalent to the value of the house-accommodation amenity supplied.
- 13A. Maintenance of registers and records.** Employers must maintain records of their employees' wages, including details such as work performed, deductions, and receipts. They are required to keep all necessary registers and records for three years after the last entry.