

# **CONTENTS**

## **THE CODE ON WAGES, 2019**

### **CHAPTER I**

#### **PRELIMINARY**

1. Short title, extent and commencement	1
2. Definitions	1
3. Prohibition of discrimination on ground of gender	5
4. Decision as to disputes with regard to same or similar nature of work	6

### **CHAPTER II**

#### **MINIMUM WAGES**

5. Payment of minimum rate of wages	6
6. Fixation of minimum wages	6
7. Components of minimum wages	7
8. Procedure for fixing and revising minimum wages	8
9. Power of Central Government to fix floor wage	9
10. Wages of employee who works for less than normal working day	9
11. Wages for two or more classes of work	9
12. Minimum time rate wages for piece work	9
13. Fixing hours of work for normal working day	9
14. Wages for overtime work	10

### **CHAPTER III**

#### **PAYMENT OF WAGES**

15. Mode of payment of wages	10
16. Fixation of wage period	11
17. Time limit for payment of wages	11
18. Deductions which may be made from wages	11
19. Fines	13
20. Deductions for absence from duty	14
21. Deductions for damage or loss	15
22. Deductions for services rendered	15
23. Deductions for recovery of advances	15
24. Deductions for recovery of loans	15
25. Chapter not to apply to Government establishments	16

### **CHAPTER IV**

#### **PAYMENT OF BONUS**

26. Eligibility for bonus, etc.	16
27. Proportionate reduction in bonus in certain cases	17

28.	Computation of number of working days	18
29.	Disqualification for bonus	18
30.	Establishments to include departments, undertakings and branches	18
31.	Payment of bonus out of allocable surplus	19
32.	Computation of gross profits	19
33.	Computation of available surplus	19
34.	Sums deductible from gross profits	19
35.	Calculation of direct tax payable by employer	20
36.	Set on and set off of allocable surplus	20
37.	Adjustment of customary or interim bonus against bonus payable under this Code	21
38.	Deduction of certain amounts from bonus payable	21
39.	Time limit for payment of bonus	22
40.	Application of this Chapter to establishments in public sector in certain cases	22
41.	Non-applicability of this Chapter	22
<b>CHAPTER V</b>		
ADVISORY BOARD		
42.	Central Advisory Board and State Advisory Boards	23
<b>CHAPTER VI</b>		
PAYMENT OF DUES, CLAIMS AND AUDIT		
43.	Responsibility for payment of various dues	25
44.	Payment of various undisbursed dues in case of death of employee	25
45.	Claims under Code and procedure thereof	26
46.	Reference of disputes under this Code	27
47.	Presumption about accuracy of balance sheet and profit and loss account of corporations and companies	27
48.	Audit of account of employers not being corporations or companies	28
49.	Appeal	29
50.	Records, returns and notices	29
<b>CHAPTER VII</b>		
INSPECTOR-CUM-FACILITATOR		
51.	Appointment of Inspector-cum-Facilitators and their powers	30
<b>CHAPTER VIII</b>		
OFFENCES AND PENALTIES		
52.	Cognizance of offences	31
53.	Power of officers of appropriate Government to impose penalty in certain cases	32
54.	Penalties for offences	32

55. Offences by companies	33
56. Composition of offences	34

**CHAPTER IX**  
**MISCELLANEOUS**

57. Bar of suits	34
58. Protection of action taken in good faith	35
59. Burden of proof	35
60. Contracting out	35
61. Effect of laws, agreements, etc., inconsistent with this Code	35
62. Delegation of powers	35
63. Exemption of employer from liability in certain cases	35
64. Protection against attachments of assets of employer with Government	36
65. Power of Central Government to give directions	36
66. Saving	36
67. Power of appropriate Government to make rules	36
68. Power to remove difficulties	39
69. Repeal and savings	39

**THE CODE ON WAGES (CENTRAL) RULES, 2026**

**CHAPTER I**  
**PRELIMINARY**

1. Short title and commencement	41
2. Definitions	41

**CHAPTER II**  
**MINIMUM WAGES**

3. Manner of calculating minimum rate of wages	42
4. Interval for revision of variable dearness allowance	42
5. Hours of work for normal working day	43
6. Weekly day of rest	43
7. Night shifts	44
8. Extent and conditions of working hours for certain categories of employees	45
9. Longer wage period	45

**CHAPTER III**  
**FLOOR WAGES**

10. Manner of fixing floor wage	45
---------------------------------	----

**CHAPTER IV****PAYMENT OF WAGES**

11. Payment of wages to contractual employee	45
12. Payment of wages for less than normal working day	45
13. Recovery of deductions	46
14. Authority for approving acts and omissions	46
15. Manner of exhibiting notice specifying acts and omissions	46
16. Procedure for imposing fines	46
17. Intimation of deduction for absence from duty	46
18. Procedure for deduction for damage or loss	46
19. Conditions regarding recovery of advance	47
20. Deduction for recovery of loans	47

**CHAPTER V****PAYMENT OF BONUS**

21. Payment of bonus to contractual employee	47
22. Calculation for sixth accounting year	47
23. Calculation for seventh accounting year	47
24. Computation of gross profits for banking company	48
25. Computation of gross profits for other than banking company	48
26. Deduction of further sums from gross profit	48
27. Manner of carrying forward when allocable surplus exceeds maximum bonus payable	48
28. Manner of carrying forward when there is no allocable surplus for payment of minimum bonus	48

**CHAPTER VI****CENTRAL ADVISORY BOARD*****A. Procedure of Central Advisory Board***

29. Constitution of the Board	48
30. Meeting of the Board	48
31. Notice of meetings	49
32. Functions of Chairperson	49
33. Quorum	49
34. Disposal of business of Board	49
35. Method of voting	50
36. Proceedings of meetings	50
37. Summoning of witnesses and production of documents	50

***B. Terms of office of members of Board***

38. Term of office of members of Board	50
39. Travelling allowance	50

40. Officers and staff of Board	51
41. Eligibility for re-nomination of members of Board	51
42. Resignation of Chairperson and members of Board	51
43. Cessation of membership	51
44. Disqualification	51
<b>CHAPTER VII</b>	
PAYMENT OF DUES, CLAIMS, ETC.	
45. Payment of undisbursed dues to nominees in case of death of employee	51
46. Deposit of undisbursed dues in case of death of employee	52
47. Manner of dealing with deposit of undisbursed dues	52
<b>CHAPTER VIII</b>	
FORMS, REGISTERS AND WAGE SLIP	
48. Returns	53
49. Form and procedure for filing claims	53
50. Procedure for filing appeal	53
51. Form of register, etc.	54
52. Wage slip	54
53. Manner of holding enquiry	54
54. Manner of composition of offences	55
<b>FORM I—EMPLOYEE REGISTER</b>	56
<b>FORM II—[SINGLE APPLICATION UNDER SUB-SECTION (5) OF SECTION 45] BEFORE THE AUTHORITY APPOINTED UNDER SUB-SECTION (1) OF SECTION 45 OF THE CODE ON WAGES, 2019 (29 OF 2019)</b>	57
<b>FORM III—APPEAL UNDER SECTION 49(1) OF THE CODE ON WAGES, 2019 BEFORE THE APPELLATE AUTHORITY UNDER THE CODE ON WAGES, 2019</b>	59
<b>FORM IV—REGISTER OF WAGES, OVERTIME, ADVANCES, FINES AND DEDUCTIONS FOR DAMAGE AND LOSS</b>	60
<b>FORM V—WAGE SLIP</b>	61
<b>FORM VI—APPLICATION UNDER SUB-SECTION (4) OF SECTION 56 FOR COMPOSITION OF OFFENCE</b>	62
<b>FORM VII—NOMINATION FORM</b>	63
<b>FORM VIII—</b>	65
<b>FORM IX—ATTENDANCE REGISTER-CUM-MUSTER ROLL</b>	66
<b>APPENDIX A—</b>	68
<b>APPENDIX B—COMPUTATION OF GROSS PROFITS</b>	69
<b>APPENDIX C—COMPUTATION OF GROSS PROFITS</b>	71
<b>APPENDIX D—</b>	74

---

**THE CODE ON WAGES (CENTRAL ADVISORY BOARD)  
RULES, 2021**

**CHAPTER-I**

PRELIMINARY

- |   |    |
|---|----|
| 1. Short title, extent and commencement | 77 |
| 2. Definitions                          | 77 |

**CHAPTER-II**

CENTRAL ADVISORY BOARD

*A. Procedure of Central Advisory Board under sub-section (10) of section 42*

- |  |    |
|--|----|
| 3. Constitution of the Board                           | 77 |
| 4. Additional functions of the Board                   | 78 |
| 5. Meeting of the Board                                | 78 |
| 6. Notice of meetings                                  | 79 |
| 7. Functions of Chairperson                            | 79 |
| 8. Quorum  | 79 |
| 9. Disposal of business of the Board                   | 79 |
| 10. Method of voting                                   | 79 |
| 11. Proceedings of the meetings                        | 79 |
| 12. Summoning of witnesses and production of documents | 80 |

*B. Terms of office of members of the Board under sub-section (11) of section 42*

- |   |    |
|---|----|
| 13. Term of office of members of the Board                    | 80 |
| 14. Travelling allowance                                      | 80 |
| 15. Officers and Staff  | 80 |
| 16. Eligibility for re-nomination of the members of the Board | 80 |
| 17. Resignation of members of the Board                       | 80 |
| 18. Cessation of membership                                   | 81 |
| 19. Disqualification  | 81 |