

PAYMENT OF WAGES

Wages to be paid within 7 days of end of pay period for all establishments.

LIMIT ON DEDUCTIONS

Deductions from monthly salary cannot exceed 50% of wages (as newly defined).

ANNUAL HEALTH CHECKUPS

To be provided free of cost to all employees, including contract employees.

APPOINTMENT & DISCHARGE

Letter of appointment within 3 months of Code applicability. Experience certificate to discharged employees within stipulated days.

SAFETY OFFICERS

Mandatory for factories employing 500+ workers | Hazardous industries with 250+ workers | Construction work 250+ workers | Mines employing 100+ workers

FULL & FINAL SETTLEMENT

Within 2 days of relieving. Wages/benefits may not be reduced for any reason.

CONTRACT LABOUR WAGES

Principal employer directly accountable for wages and benefits of all contract labour. Can deduct unpaid wage/contributions from contractor invoices.