

**FORM - V**

**[ See rule - 22 ]**

Abstract of the payment of wages act, 1936 and the rules made thereunder.

To whom the Act effects.

1. The Act applies to the payment of wages to person in this factory or industrial establishment receiving less than Rs.1500 a month.
2. No employed person can given up contract, or agreement his rights under the Act. Definition of wages.
3. 'Wages' means all remuneration payable to an employed person on the fulfillment of his contract of employment.

It includes any bonus and any sum which may be payable by reason of termination of employment it excludes:-

- (a) the value of any house-accommodation, supply of light, water, medical attendance, or any amenity or any service excluded by the Government of Mizoram.
  - (b) Any contribution paid by the employer to a pension or provident fund.
  - (c) Any traveling allowances or the value of any traveling concession or any sum paid to the employed persons to defray special expenses entailed on him by the nature of his employment.
  - (d) Any gratuity payable on discharge. Responsibility for an method of payment.
4. The manager of the Factory or Industrial establishment is responsible for the payment under the Act of wages to persons employed under him and any contractor employing persons is responsible for payment to the persons be employed.
  5. Wage-periods shall be fixed for the payment of Wages at intervals not exceeding one month.
  6. Wages shall be paid on a working day within 7 days of the end of the wage-period (or within 10 days, if 1,000 or more persons are employed)
  7. Payments in kind are prohibited. Fines and deductions.
  8. No deduction shall be made from wages except those authorised under the Act (see paragraph 9-15 below).