

Wage Policy in India

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Wage Policy refers to all systematic efforts of the Government in relation to the national wage and salary system. It includes notification, orders, legislations to regulate the levels of structures of wages of salaries with a view to achieve the economic and social objectives of the Government. India aims at rapid economic growth, industrial peace, price stability, equitable distribution of income and progressively rising standard of living for the working class. In order to realize these objectives, the Government of India has taken many steps like enactment of the payment of wages act, 1936. The main objective of this Act is to prohibit any delay or withholding of wages, legitimately due to employees.

The purpose of Minimum Wages Act, 1948 : This Act is the fixation of minimum rates of wages to employees. In 1976, Equal Remuneration Act was passed, which prohibits discrimination in matters relating to remuneration on the basis of religion, region or sex.

A national wage policy, thus aims at establishing wages at the highest possible level, which the economic conditions of the country permit and ensuring that the wage earner gets a fair share of the increased prosperity of the country as a whole resulting from the economic development. Now a days, we can see in many States such as Bihar in the field of education sector under Bihar Government the Equal Remuneration Act, Minimum Wages Act.

The constitution of India also made it obligatory for the Government to evolve a wage policy. Successive five years plan attention to the need a wage policy. The Government of India constituted Wage boards for important industries in the country. A wage board is a tripartite body comprising representatives from the government,

employers, employees. Wages and allowance of Central and State Government employees are determined through the Pay Commission

appointed by the appropriate government. So far the Central Govt. has appointed five Pay Commissions. The disputes arising out of Pay Commission awards and their implementation are decided by Commissions of inquiry, adjudication machinery and the joint consultative machinery. In spite of legislations, tribunals and boards disparities in wages and salaries still persist. In order to correct such disparities, the Government of India appointed a committee headed by Mr. Bhootalingam in 1979. The brief given to the Committee was to suggest relations and integrated wage policy covering all sectors of the economy. Soon after the committee submitted its report, it was strongly opposed by the trade unions. It was criticized as anti-labour and impracticable. Therefore, the Government shelved its report. The Indian Labour Conference held in November, 1985 expressed the following views – “Till such time a National Wage is feasible, it would be desirable to have regional minimum wages in regard to which the Central Government may lay down the guidelines. The minimum wages should be revised at regular periodicity and should be linked with rise in the cost of living.

In Bihar, the government has announced to fix new pay scale to those ‘Niyojit Teachers’ who are joined from 2006. The differences between the old teachers and Niyojit teachers. This is open challenge to the minimum wages act and guidelines of the Government who prevent to exploit the people from the hands of employer. There is more dissatisfaction among the teachers. It is very bad for the coming generation. When a teacher doesn’t satisfy more the giving of knowledge to the student is good, he uses his full energy to build up the career of the student. If a student taken good education it is not better for him but also for the society. So, the Government has to give better facilities to the teachers of Bihar. There are many rules and act which prevent to exploit in the field of teaching but the Govt. body misuse his power to build a exploitation type rule and increase lack of satisfaction among the teachers.

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