

THE BOMBAY LABOUR WELFARE FUND ACT, 1953

➤ **Object:**

The object of the Act is to provide for the constitution of a fund for the financing of activities, to promote welfare of Labour in the state of Maharashtra for conducting such activities and for certain other purposes.

➤ **Applicability:**

The Act applies to all factories and establishments employing more than 5 workmen.

➤ **Exemption of Employees:**

Following categories of employees are exempted under the Act:

1. Employee who is employed mainly in managerial capacity
2. Employee who being employed in a Supervisory capacity, draws Wages exceeding Rs.6,500/- per month or exercises powers or carries out either by the nature of the duties attached to the office or by reason of the powers vested in him, functions mainly of a managerial nature.
3. Employee who is employed as an apprentice under the Apprentice Act, 1961.

➤ **Contribution:**

The six monthly contribution payable under this Act is as follows:

1. Employee's contribution:

Salary & Wages up to an inclusive of Rs.3000/- per month per employee	Rs.6.00
Salary & Wages exceeding Rs.3000/- per month per employee	Rs.12.00

2. Employer's contribution:

Salary & Wages up to an inclusive of Rs.3000/- per month per employee	Rs.18.00
Salary & Wages exceeding Rs.3000/- per month per employee	Rs.36.00

The above contributions are payable only if the name of such employee stands on the Attendance register of establishment on the 30th June & 31st December respectively.

3. State Government's contributions:

The State Government contributes an amount equal to twice the employee's contribution w.e.f. 1st April, 2003.

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➤ **Due Date of payment:**

The both the employee's & employer's contributions shall be paid on or before 15th day of July & 15th day of January as the case may be.

➤ **Interest on unpaid accumulations:**

In the case of a failure to pay any amount of unpaid accumulations the interest rate shall be charged as under:

1. For the first three months – Simple Interest of 1.5%
2. Thereafter – Simple Interest of 2% of that amount for each completed months during the time he continues to make default in the payment of that amount.

➤ **Unpaid Accumulations:**

Over and above regular six monthly contributions any payment due to the employee but not made to them with in a period of three years from the date of which they became due including Wages, Salary, Gratuity, Bonus shall be deposited to the Welfare Fund and in no case employer can write off the unpaid dues of employees.

➤ **Exemptions:**

The State Government may after consulting the Board by notification in the official Gazettes exempt any class of establishment from all or any of the provisions of this Act subject to such conditions as may be specified in the notification.

➤ **Activities carried out by Welfare Board:**

1. Community and social education centers including reading room and Libraries.
2. Community necessities
3. Games & Sports
4. Excursions, Tours & Holiday Homes
5. Entertainment & other forms of recreations
6. House Industries and subsidiary occupations for woman & unemployed persons
7. Corporate activities of a social nature
8. Such other activities as in the opinion of the State Government thinks fit for social conditions of Labour.

Over and above activities carried out by the Board the fund shall also be utilized for administering the Act, such as Salary, allowances, pensions, Provident Fund, Gratuity and other fringe benefits of the staff.

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