



Asia - Wage Sheet 2010



MINIMUM WAGE ACROSS ASIA

At a glance

	<i>1. regulations on minimum wage</i>	<i>System of decision making on minimum wage</i>		
	<i>2. Penalties of breaking the regulation</i>	<i>How is the minimum wage determined?</i>	<i>How often is minimum wage revised?</i>	<i>Index for minimum wage</i>
Bangladesh	<p>1. The Minimum Wage Ordinance 1961, - The Minimum Wage Rules, 1961, - The Agricultural Labour (Minimum Wage) Ordinance, 1984. - Bangladesh Export Processing Zones Authority, Instructions No. 1 of 1989,</p> <p>2. Any employer who pays a worker wages at a rate lower than the minimum wage rate shall be punishable with imprisonment for up to one year, or with a fine of up to 5,000 Taka, or with both. The court imposes on the employer also the order to pay the worker concerned the difference between the amount actually paid and the remuneration due.</p>	<p>Where the Government, upon an application made to it by the employer or workers, is of the opinion that is reasonable and necessary to fix the minimum rates of wage for all or any class of workers, it may direct the National Minimum Wages Board, consisting of a chairman, one independent member as well as one representative each for the employers and workers and one representative each of employer and workers engaged in the industry concerned. The members of the Wages Board shall be appointed by the Government. The Wage Board shall make its recommendation within a period of six months.</p> <p>The Export Processing Zones Authority establishes separate minimum wage rates for workers and apprentices working in companies within EPZs. These rates are not set by the government, but by the EPZ Authority directly.</p>	<p>The minimum rates of wages for any industry may be re-fixed after every five years as may be directed by the Government.</p> <p>The Wages Board shall review its recommendations if the criteria for the minimum wages setting or other relevant factors so demand, and recommend to the Government any amendment of the minimum wage rates. No recommendation shall be reviewed earlier than one year from the date on which it was made, unless the special circumstances of a case so required, and later than three years from such date.</p> <p>In EPZs, the Authority may determine minimum wage rates from time to time. The legislation does not provide a specific time-frame.</p>	<p>Cost of living, standard of living, economic development, productivity, capacity of employers to pay, social conditions in the country and of the locality concerned and other relevant factors.</p>
China	<p>1. Varies according to cities and provinces. Provinces, Municipalities and autonomous regions are allowed to legislate for their own minimum wage separate from the national one In Shenzhen, in the inner districts minimum wage is RMB¥ 610 RMB¥ 740 plus an output based commission, and in the outer districts it is RMB¥ 480</p> <p>2. Monetary fines of RMB¥ 30,000-50,000 to the government. 1.5-5 times of overdue wages compensated to workers</p>	<p>The Ministry of Labor and Social Security set China's first minimum wage law on 1 March 2004. Ministry of Labour and Social Security Department consult with trade unions and enterprise owners to determine it</p>	<p>At least every 2 years</p>	<p>The Regulations on Enterprises on Minimum Wage was made to "ensure the basic needs of the worker and his family, to help improve workers' performance and to promote fair competition between enterprises." Lowest living expenses of a labourer and the average number of family members he or she supports, average wage levels, productivity, the local labour market, and regional differences in employment.</p>

	<i>Who benefits?</i>	<i>Living Cost</i>		<i>Main Issue on Minimum Wage</i>	<i>Formal / Informal sector</i>
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	<p>Minimum wage rates have been established for workers in the garment industry, for workers in EPZs, agricultural workers as well as - since 2007 - for all economic sectors not covered by industry-specific wages.</p>		<p>Minimum wage for workers not covered by industry-specific wages is 1800 taka, 1662.50 taka for workers in the apparel sector. The existing minimum wage does not cover living cost.</p>	<p>Implementation of existing laws Review of minimum wage every year considering all indices. Awareness among workers that they must have a declared minimum wage that does not restrict getting more than declared minimum wage</p>	
	<p>The regulation is not implemented strictly, so the worker do not benefit from it</p>	<p>Varies Referring to the Minimum Standard of Living Security System, in Shenzhen, in the inner districts it is RMB¥ 344, and in the outer districts it is RMB¥ 290.</p>	<p>In the inner districts, it covers 56% In the outer districts, it covers 60%</p>	<p>Minimum wage regulation is not implemented and monitored well. Companies deduct the basic salaries by all means. the minimum wage is too low, many workers do not have enough money to go home every year</p>	

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Hong Kong	<p>1. No minimum wage for general workers. Only for:</p> <ul style="list-style-type: none"> i) foreign domestic helper (FDW), and ii) cleaners & security guards working under the subcontracting system of government department. <p>2. If the subcontract company fails to give minimum wage, the company will not be given priority in awarding contracts from government.</p>	<p>The government decided the minimum wage for government subcontract workers using the median wage of all the industries.</p>	<p>At the discretion of the government authority, the minimum wage for FDW was implemented in 1987. The minimum wage for subcontract workers was established at Nov 2004.</p>	<p>For subcontract workers, the index used is the median wage of workers working in the same job (jobs as defined by the Census Department of HK government).</p>
Indonesia	<p>1. Minister Regulation Number 1 year 1999 concerning mMinimum Wage (MW):</p> <ul style="list-style-type: none"> • MW is the lowest monthly wage consists of basic salary including fixed benefit. • Types of MW: <ul style="list-style-type: none"> 1) Provincial MW 2) District MW 3) Provincial Sectoral MW 4) District Sectoral MW • The amount of District MW must be greater than Provincial MW, while the amount of Sectoral Povincial/ District MW must be minimal 5% greater than Provincial/ District MW. <p>Minister Regulation Number 17 year 2005 concerning Decent Living Needs:</p> <ul style="list-style-type: none"> • Standard needs must be fulfilled by a single worker to live physically, non-physically and socially for one month and applied for those workers who have worked less than one year. <p>The Manpower Act Number 13 year 2003: Every worker has the right to earn a living that is decent from the viewpoint of humanity</p>	<p>Minimum wage setting is decentralized in Indonesia since 1999. The Governor of each province sets minimum wage rates for their respective province (provincial minimum wages) or regency (regency/city minimum wages).</p> <p>National Wage Council, Provincial Wage Councils and District/City Wage Councils shall provide recommendations and considerations for the formulation of wage policies and shall have representatives from the government, entrepreneurs, organisations, trade/labour unions, universities and experts as their members.</p>	<p>Minimum wages are reviewed by each province on a yearly basis.</p>	<ol style="list-style-type: none"> 1. MW is expected to reach decent living needs gradually, by considering: <ul style="list-style-type: none"> – Market survey conducted by wage council. – Productivity (amount of Gross Domestic Product/ GDP, amount of workforce in the same period); – Economic growth; – Marginalised industries. 2. MW is set at the regional levels (provincial and district) by considering: <ul style="list-style-type: none"> – Decent living needs gradually; – Consumer index; – Ability, development and sustainability of the company; – Wages in general in particular regions and between regions; – Labour market conditions; – Economic growth and income per capita;

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	foreign domestic helpers workers under subcontracting of government	The minimum wage for FDW is HK\$3,270. The employer of FDW need to provide living place in HK and 2-way air ticket for FDW to go back to original country in annual holiday for government subcontracting workers are HK\$5,030	It is not adequate to cover living expenses since the living standard in HK is high. HK\$5,030 can cover only 40% of the living cost for a 3-member family	1. implementation of minimum wage act for all workers in all the industries 2. increase the minimum wage	
	In general, all workers in an employment relationship with an employer are covered by minimum wage regulations, including workers on probation. Minimum wage rates are only valid for workers in the first year of their employment. After this time, a review of wage rates must be conducted between the workers/workers' associations and the company.	National average values for single workers living needs (financial self) is 2,451,460 IDR. (Research on Decent Wages for Textile and Clothing Sector was made by the National Workers Union (SPN), SBSI GARTEKS, TWARO, research centers and was supported by the FES Akatiga) Compare with 2010 MW set by the Government: The Highest in Papua Province and 1,316,500 IDR lowest in East Java province 660,000 IDR	Poorly; the government sets the 'living costs' at very bare standards, only including food and shelter. Decent wages for Textiles and Clothing Sector Research in 2009 conducted by the National Workers Union (SPN), SBSI GARTEKS, TWARO, research centers AKATIGA and supported by the FES. It shows: MW in Indonesia is only capable to pay on average 62.4% real cost for single worke	1. Prescribed MW only paid in formal sector, while a considerable small businesses pay less, taking advantage of provision for exemption to the payment of MWs, which generally granted freely by the government. 2. 30% of full-time workers and 50% of full-time casual workers earn less than MW without any law enforcement on the criminal sanction. First and the only case of wage law enforcement in PT.Panca Puji Bangun, Surabaya, East Java. April 13, 2010 court in Surabaya sentenced a company director was found guilty for 1 year in prison for paying the wages of workers under the provisions MW. 3. Attempts by unions at securing MW through collective bargaining often been rejected by threats of dismissal of workers or plant closure. 4. Employers' association and National Planning Body massive campaigns of MW raise as obstacle for investments and economy. Unions felt the MW value is too low, demanding it to be at least 100% of the	Law applies only to formal sector workers but currently, the National Network for Domestic Workers (JALA PRT) are building wage regulations to be included in the legal drafting of Domestic Workers Protection Act, that prioritized in the list of national legislation program completed this year. In the draft, JALA PRT mentioned that domestic workers should be paid without deductions based on MW. For service users who are unable to pay in full, shall employ workers with part-time system by calculating the proportion of working time maximum of eight hours per day/

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Japan	<ul style="list-style-type: none"> The establishment of MW shall be directed towards meeting the need for decent living. <ol style="list-style-type: none"> Entrepreneurs are prohibited from paying wages lower than the MW, whosoever violates, shall be subjected to a criminal sanction in jail for a minimum of 1 (one) year and maximum of 4 (four) years and/or a fine of a minimum of 100,000,000 IDR and a maximum 400,000,000 IDR. <p>Minimum wage varies according to region and industry. The lowest minimum wage for a region Miyazaki is Y 4,712 per day, and the highest minimum wage for a region Tokyo, Kangawa and Osaka is Y 5465 per day.</p>	Regional minimum hourly wages are set by the Minister of Labor or the Chief of the Prefectural Labour Standards Office. Recommendations are made by the Minimum Wage Council.	Every year	<ol style="list-style-type: none"> cost of living wage of workers who are doing similar jobs ability of payment of the industry
Korea	<ol style="list-style-type: none"> In 2008, KW 3,770 won per hour/ KW 780,000 per month (on the basis of 40 working hours a week) 3 year imprisonment and less /20 million KW and less or imposing double penalty 	The minimum wage committee (consisting of representatives of labor and business and government)	Every year	<ol style="list-style-type: none"> Living cost for 18-year old workers who live alone. Wage of the workers who are working in similar jobs.
Pakistan	<p>Minimum Wages Ordinance 1961, dated 28th September 1961, Ordinance XXXIX of 1961</p> <p>Minimum Wages for Unskilled Workers Ordinance 1969, Gazette of West Pakistan 1969-09-01, as amended by Finance Bill of 2008</p> <p>The West Pakistan Minimum Wages Rules 1962</p> <p>Industrial Relations Act 2008</p> <p>An employer who fails to pay</p>	In different provinces of Pakistan different Minimum Wage Boards are established, e.g. Punjab region and Sindh region. They consist of the chairman of the board, one independent member, one member to represent the employers and one member to represent the workers. Upon receipt of a recommendation of the minimum wages board the provincial government may declare that this minimum wage level applies or refer the recommendation back to the minimum wages board. If the recommendation is returned to the minimum wages board it	The government can alter minimum wage rates from time to time as it considers fit. Minimum Wages Boards should review any recommendations not less than every three years.	Cost of living, Economic development and conditions Other provisions, any changes in economic conditions and other relevant factors have to be considered by provincial wages boards. The board makes recommendations regarding the minimum rates of wages for adult and juvenile workers.

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				decent living needs (as suggested by the Manpower Act.); <i>but lack of power to enforce it.</i>	
	All employed workers	Standard of livelihood protection allowance for 3-persons family is 163,750yen/month For 4-persons family is 203,260yen	Minimum wage is only 36% of average wage of workers	1. Minimum wage is too low, only 1.0% of workers were effected by the increase in the minimum wage in 2003. 2. We demand 1,200 yen per an hour	
		Average members of family are 3.31. The living cost of average family is KW 2.740.680.	Around 24%	1. Revise the minimum wage law. 2. Increase the minimum wage to account for 50% of average wage of all workers. 3. Ask the government to provide the difference for those below minimum wage.	
	Agricultural workers, persons employed by federal or provincial governments and workers in coal mines, are excluded from the scope of the Minimum Wages Ordinance.	Rs.10,000 Per month	Pakistan's first minimum wage was implemented in 1992. The first minimum wage was 1500 PKR per month. It was raised in 1996 to 1650 PKR in 1998 to 1950 PKR, in 2006 to 4000 PKR and is currently as of 2010 at 6000 PKR per month.	No proper implementation on minimum wage law. Minimum wage is not according to living cost. Enforcement of penalty clause is still weak and in most of the cases ignored.	

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Philippines	<p>employees at the minimum wage rate stipulated by the provincial government shall be punishable with imprisonment for a term which may extend to six months, or with a fine of up to five hundred rupees, or both. The employer may also be ordered to pay the worker concerned a sum that represents the difference between the amount actually paid to the worker and the amount that should have been paid. Failure to pay employees covered by the Minimum Wages for Unskilled Workers Ordinance shall result in a maximum six month prison term or a two thousand rupee fine or both.</p> <p>1. - Wage Rationalization Act, 1996 - Wage Order, 2008 - Labour Code, 1974 amended in 2007 - Wage Rationalization Act, 1989 - National Capital Region</p> <p>2. Failure to pay prescribed minimum wage rates is punishable by a fine of between P 25,000 (Peso) and P100,000 (Peso) or, imprisonment of not less than two years nor more than four years, or both a fine and imprisonment at the discretion of the court.</p>	<p>should submit to the government a revised recommendation The government fixes the minimum wages for unskilled workers on a national level in an ordinance without consultation of wages boards or other bodies.</p> <p>Two main bodies determine minimum wage rates: the National Wages and Productivity Commission and the Regional Tripartite Wages and Productivity Boards. Regional Tripartite Wages and Productivity Boards determine and fix minimum wage rates applicable in their regions, provinces or industries subject to the guidelines set by the National Wages and Productivity Commission. The National Wages and Productivity Commission reviews the regional minimum wage rates, in order to determine whether these are in accordance with prescribed guidelines and national development plans. Government, employers' and employees' representatives are represented on both the National Wages and Productivity Commission and the Regional Tripartite Wages and Productivity Boards. Public consultations, notifications to employers' and employees' groups and officials should all be a part of the wage-determination process.</p>	<p>"The Wage Rationalization Act provides that wage orders should be determined when ever conditions in the region so warrant. Once a Wage Order has been issued by the Board, it may not be revised for a period of 12 months, un less circumstances (such as extraordinary increases in the price of petroleum and basic services) demand that rates be revised</p>	<p>Needs of workers and their families, cost of living, consumer price index and cost of living, Level of wages and incomes in the country, capacity of employers to pay</p>
Thailand	<p>1. Labour Protection Act, B.E. 2541, amended in 28 May 2008</p> <p>Minimum wage in the province of Chiyaphoom (lowest regional minimum wage) is Baht 148 per day and Baht 203 per day in Bangkok.</p>	<p>The National Wage Committee makes a recommendation to the government concerning the fixing of the (regional) minimum wage rates. The Committee consists of 5 representatives each from the government, the workers as well as the employers.</p>	<p>The National Wage Committee must report to the Labour Minister at least once a year regarding wage conditions and current trends.</p>	<p>Needs of workers and their families, Cost of living, Level of wages and incomes in the country, Social security benefits, Economic development, Productivity, Capacity of employers to pay, Inflation rate, Gross national product,</p>

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	<p>The general provisions of the Labor Code regarding wages, do not apply to domestic workers, home workers carrying out needlework, or workers in any registered cottage industry. However, the minimum wage rate for domestic workers is provided separately in the Labor Code. In addition, the legislation provides that the Secretary of Labour and Employment or a representative thereof may establish the minimum wage rate for home workers and those employed in cottage industries.</p>	<p>8,053 pesos Monthly living wage in metro Manila</p>	<p>7,607 pesos monthly min. wage in Manila; in every province, the min. wage does not adequately cover living expenses</p>		
	<p>The Labour Protection Act does not cover central, provincial and local administration; and state enterprises governed by the law on State</p>	<p>Varies</p>	<p>A wage of 7500 Baht per month or 250 Baht per day is the living cost of a 3-member family in one month.</p>	<p>1. Introduce the concept of living wage 2. Increase the minimum wage 200 baht per day or 5,200 baht per month 3. Reduce cost of living like electricity, water supply, public transportation cost</p>	

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Nepal	<p>2. An employer who pays an employee less than the minimum wage is liable for a fine not exceeding one hundred thousand baht or imprisonment not exceeding six months, or both. Where an employer fails to pay wages, he shall pay interest to an employee at the rate of 15 per cent per annum during the default period.</p> <p>1. Labour Act, 1992, amended in 1998 and 2006, - Notice of the Ministry of Labour and Transport Management (on Minimum wages for labours except in the Tea Estate), - Notice 1 of the Government of Nepal on the Minimum Wage for Agricultural Labour 2008 - Notice 2 of the Government of Nepal on the Minimum Wage for workers of all other enterprises, Nepal Gazette (2009)</p> <p>2. An offence under the Labour Act (including failure to pay specified minimum wage rates) can result in a fine of up to 10,000 rupees according to the gravity of the offence. Continued failure to pay the specified rates may be punished with an additional fine of one thousand rupees per day.</p>	<p>In addition, tripartite provincial committees can review wage situations in their respective areas and recommend that a minimum wage that is higher than the basic rate be set for certain provinces</p> <p>The Government sets minimum rates of remuneration in accordance with the recommendations of the Minimum Remuneration Fixation Committee and the High Level Monitoring Committee. The Minimum Remuneration Fixation Committee, makes a recommendation on minimum wage levels for non-agricultural workers in enterprises (including tea estates). It is composed of an equal number of workers and employers representatives, establishments and the government. Experts can be consulted by the Minimum Remuneration Fixation Committee regarding the determination of minimum wage rates. If it is not possible to form the Minimum Remuneration Fixation Committee or if that Committee is unable to make a recommendation, the Government may prescribe the minimum wage rates applicable to workers and employees of enterprises. The High Level Monitoring Committee makes a recommendation on the minimum wage rates for agricultural workers.</p>	<p>The legislation does not provide specific dates when minimum wage rates should be adjusted. The government sets minimum wage rates as and when recommended by the Minimum Remuneration Fixation Committee. In a similar fashion, minimum wage rates for agricultural labourers are updated from time to time by the High Level Monitoring Committee.</p>	<p>production cost, price of goods.</p> <p>Capacity of employers to pay, current economic, monetary and social conditions.</p>
India	<p>1. The Minimum Wages Act, 1948, last amended 1986 - Industrial Disputes Act, 1947</p> <p>The current National Floor Level Minimum Wage recommendation is Rs. 80/- per day. Data suggests that at regional level the minimum wage rates may be lower.</p> <p>2. An employer who pays an employee less than the minimum wage is liable either for a prison</p>	<p>Dual system - Minimum wage rates for occupations that are largely non-unionized or have little bargaining power may be set in accordance with the Minimum Wages Act, 1948. For other occupations, decentralized collective bargaining sets the minimum wage.</p> <p>Government decides after consultation of the social partners. The appropriate government, which can be either central or local government, may set minimum wage rates for unorganized (non-unionized) occupations with little</p>	<p>Review of the rate should take place at intervals that the appropriate government thinks fit. This interval should not exceed five years</p>	<p>Cost of living: A special variable dearness allowance is either included in, or added to the minimum wage rate. This allowance is linked to the cost of living index.</p>

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	<p>Enterprises, Agricultural workers, homeworkers and domestic workers. Employers who run private schools are also excluded from the Labour Protection Act.</p> <p>Workers Domestic workers are not included in the definition of “worker” and “employee” under the Labour Act.</p>	Varies	<p>Wage rates in the small industrial sector are set by the Nepal Factories and Factory Workers’ Act of 1959, as amended. In 2002, the minimum wage was \$20 per month for unskilled, \$21 for semiskilled, and \$25 for skilled workers in the organized industrial sector. Wages can be as low as 50% of the minimum in the informal economy and the agricultural sector. In September, the cabinet decided to raise the minimum wage of unskilled worker from Rs 3,300 to Rs 4,600.</p> <p>The minimum wage is not adequate to cover living expenses The minimum wage covers only 69% of the living costs.</p>	<p>i) Issue of implementation of the Labour Act ii) Attitudinal issue: Anti-worker and anti-union mentality still persists in various employers making it difficult for the effective implementation of the policy on minimum wage. iii) On the part of the government, there is no system of implementation and mechanism for monitoring the progress.</p>	
	<p>The Minimum Wage Act applies throughout India, including the provinces of Jammu and Kashmir. Broadly speaking, agricultural workers, construction and road maintenance workers, workers in mines, railway</p>	<p>Three consumption units per earner -Minimum food requirement of 2700 calories per average Indian adult -cloth requirement of 72 yards per annum per family -rent corresponding to the minimum area provided under the government. Industrial Housing Scheme - fuel, lighting and other</p>	Varies	<p>Domestic workers wage is still under consideration of the government. NGOs are organizing in bid way to demand the government. to accept recommendation from them.</p>	

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<i>Sri Lanka</i>	<p>term not exceeding 6 months, a fine not exceeding 500 rupees or both. If it is established that an employee has been paid less than the minimum wage, that person should be paid the difference between the minimum wage and the amount actually paid and compensation at a level not exceeding ten times the excess amount</p> <p>Government sector - The regulated monthly minimum wage is Rs.11,730/=. (US \$ 111.71)</p> <p>Private sector - Rs. 6,750/=. (US \$ 57.14) [Nominal wages in the three major employment categories of the formal private sector, namely agriculture, industry and commerce, and services, the minimum wages for workers (who are governed by the Wages Board Trades), is Rs. 5,750/- with effect from July 01, 2008 and a Budgetary Relief Allowance of Rs. 1,000/-].</p>	<p>bargaining power. Occupations that requires statutory wage protection, and thus subject to minimum wage rates set by central or local government. Relevant governments may review scheduled occupations and add any they consider need to have minimum wage rates set in accordance with the Minimum Wages Act. Such an addition requires notification being given in the Official Gazette not less than three months prior to the schedule being amended.</p> <p>In accordance with the Minimum Wages Act, minimum wage rates can be established by the government following either :</p> <ol style="list-style-type: none"> 1. Advisory boards and/or committees making enquiries and advising the government on fixation and revision of wage rates; or 2. Notification being given in the Official Gazette of the central or local government's proposals. This notification is followed by a two-month consultation period during which the objections and proposals raised by persons likely to be affected are considered by the central or local government. Advisory Boards and Committees are made up of an equal number of persons representing employers and employees in the relevant scheduled occupations, and no more than 1/3 independent persons. <p>Government sector - Minimum wage is set by the Government</p> <p>Private sector - Wages of the formal private sector employees are governed by regulations under the Wages Board Trades, which are tripartite bodies representing employers, workers and the government.</p> <p>The plantation sector minimum wages are determined by the tripartite agreement with the Government, Planter's Association of Ceylon and the Workers Unions through using the collective bargaining process. Government plays a mediator and facilitators role in the whole process.</p>	<p>No specific time period. Generally subsequent to demands made by Trade Unions or considering the cost of living in the country.</p>	<p>The Cost of Living Index</p>

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	<p>workers and stone breaking or crushing workers are covered. Additionally, States have set minimum wages for 1232 different occupations in their respective regions. Minimum wage rates set apply only to those scheduled occupations that have more than 1000 employees working in the applicable State.</p> <p>The appropriate government may exclude disabled employees from certain provisions of the Minimum Wages Act, 1948. Such an exclusion would be subject to such conditions as that government thinks fit.</p>	<p>miscellaneous items of expenditure to constitute 20% of the total MNW -Children education, medical requirement, minimum recreation including festivals/ ceremonies and provision for old age, marriage etc. should further constitute 25% of the total MNW.</p>			
	<p>All public and private sector employees who are in formal employment</p>	<p>Government sector – Rs. 2.50 (US \$.023) for each unit of the Cost Of Living Index is being paid.</p> <p>Private sector – A cost of living allowance is paid only in places where the Unions have collective bargaining power.</p>	<p>According to the 2007 Central Bank report based on the average basket of goods the Cost of Living is Rs. 17,996.38/= (US \$ 171.35)</p> <p>Hence, the minimum wages does not adequately cover living expenses, particularly for the private sector employees, whose minimum wage is only Rs. 6,750/=.</p>	<p>The stark difference in the minimum wages for Government and private sector employees.</p> <p>Lack of proper implementation and monitoring particularly in the private sector</p> <p>Absence of regular revision of minimum wages.</p>	<p>The informal private sector comprises all employees who fall outside the public sector and formal private sector. They are not registered with the Labour Commissioner and therefore, not covered by any formal retirement benefit scheme. Nominal wages in the informal private sector are determined in a more free market environment</p>

Note

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Who is CAW

Committee for Asian Women (CAW) is a regional network of 43 women workers member groups in 14 countries which aims to empower women workers to protect, advocate, and advance their rights. CAW is part of the global movement advocating workers' rights for over 30 years.

www.cawinfo.org