

The Maharashtra Labour Welfare Fund Act, 1953.

Applicability :

Maharashtra Labour Welfare Fund has become effective in the year 1953 and is applicable to all the companies in the state that has 5 or more persons employed, .

Includes all employee, including employee through contractor, except those working in the managerial or supervisory position and drawing wages more than Rs. 3,500/- per month.

These funds are considered as fringe benefits since they are offered through collective contribution which is supported by employee, employer who contributes three-times of the amount contributed by the employee and the state government.

CONTRIBUTION: w.e.f Dec,2000

Contribution is to be deducted in respect of the Employees who are present on the Muster rollas on 30th June and 31st December every year

Contribution is to be deducted from the salary of employees Twice in a year i.e. June & December every year at following rates:

Salary slab	Employee's contribution	Employer's contribution	Total
Upto Rs.3000/- p.m.	6.00	18.00	24.00
Rs.3001/- p.m. and more	12.00	36.00	48.00
	(Excluding manager & person working as a supervisor drawing salary above Rs.3500/-p.m.)as on 30th June a	(Excluding manager & person working as a supervisor drawing salary above Rs.3500/-p.m.)	

DUE DATES FOR PAYMENT:

For 30 th June ending	on or before 15 th July
For 31 st December ending	on or before 15 th January

OTHER PAYMENTS PAYABLE TO MLWF:

Any dues payable to any employee/s remains unpaid for more than 3 years has to be deposited to Maharashtra Labour Welfare Board with in such time as prescribed under the Act.

"Unpaid Accumulations-All Payments Due to the employees but not made to them within a period of 3 years from the date on which they became due including unpaid Wages, Gratuity, Bonus."