SooperKanoon - India's Premier Online Legal Search - sooperkanoon.com

Source: sooperkanoon.com/act/147481

The Code on Wages, 2019

Section 20 - Deductions for absence from duty

(1) Deductions may be made under clause *(b)* of subsection *(2)* of section 18 only on account of the absence of an employee from the place or places where bythe terms of his employment, he is required to work, such absence being for the whole or any part of theperiod during which he is so required to work.
(2) The amount of such deduction shall in no case bear to the wages payable to the employed personin respect of the wage-period for which the deduction is made in a larger proportion than the period forwhich he was absent bears to the total period within such wage-period during which by the terms of hisemployment he was required to work:
Provided that, subject to any rules made in this behalf by the appropriate Government, if ten or moreemployed persons acting in concert absent themselves without due notice (that is to say without givingthe notice which is required under the terms of their contracts of employment) and without reasonablecause, such deduction from any such person may include such amount not exceeding his wages for eightdays as may by any such terms be due to the employer in lieu of due notice.
Explanation.-- For the purposes of this section, an employee shall be deemed to be absent from theplace where he is required to work if, although present in such place, he refuses, in pursuance of a stay-instrike or for any other cause which is not reasonable in the circumstances, to carry out his work.

SooperKanoon - India's Premier Online Legal Search - sooperkanoon.com