

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 1360
TO BE ANSWERED ON 11.12.2025**

MINIMUM WAGE TO WORKERS

1360. # SHRI NEERAJ DANGI:

Will the Minister of Labour and Employment be pleased to state:

- (a) whether Government has any plans to guarantee minimum wages to workers;**
- (b) if so, whether any guideline or timeline has been put in place for uniform implementation of minimum wage guarantee across the country;**
- (c) whether Government proposes to establish a digital tracking system or portal to ensure timely payment of minimum wages to workers; and**
- (d) whether Government has any data which shows that the women workers or workers from Dalit/Tribal communities face additional challenges in receiving minimum wages and the steps being taken to address them?**

ANSWER

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT
(SUSHRI SHOBHA KARANDLAJE)**

(a) to (d): The provisions of the Minimum Wages Act, 1948 have been rationalized and subsumed under the Code on Wages 2019, which have been made effective from 21.11.2025 with an aim to universalize the applicability of Minimum Wages across all employments.

The Code on Wages, 2019 empowers both Central and State Governments as appropriate governments to fix, review and revise the minimum rates of wages for the establishments falling under their respective jurisdiction.

The Code on Wages, 2019 makes the floor wage as a statutory provision. Section 9 of the Code on Wages, 2019 provides for fixing of floor wage by the Central Government. Further, the Code stipulates that the minimum rates of wages fixed by the appropriate Governments shall not be less than the floor wage.

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SAMADHAN Portal is a digital initiative of the Ministry of Labour and Employment, Government of India for raising grievances and their centralized monitoring. In case of non-payment or short payment of minimum wages by the employer in the central sphere, affected workers may file a claim or complaint through the Samadhan Portal. Such cases are handled by Central Industrial Relations Machinery (CIRM) in accordance with the applicable labour laws, and are digitally monitored through the portal.

The provisions of Code on Wages, 2019, are gender neutral and thus do not discriminate on the grounds of gender.
