

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 1379
TO BE ANSWERED ON 11.12.2025**

INEQUALITIES IN WAGES OF DOMESTIC WORKERS

1379. DR. M. DHANAPAL:

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

- (a) whether Government has taken note of the fact that domestic workers, often women and migrants, face systemic inequalities in wages, working conditions and access to social security protections; and**
- (b) if so, the details of steps taken by Government to recognize domestic worker as legitimate labourer, ensuring equal rights, protections, welfare schemes and fair wages across the country?**

ANSWER

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

(a) & (b): The Unorganized Workers' Social Security Act, 2008, provides for social security to all unorganized workers including Domestic Workers. This act has now been subsumed in the code of Social Security which came into force on 21st November, 2025.

The Social Security Code, 2020 provides for, inter-alia, decent working conditions, wages, occupational safety, grievance redressal mechanism and social security benefits to all categories of workers including domestic workers and women workers. Section – 5 of the Code on Wages, 2019 provides that no employer shall pay to any employee wages, less than the minimum rate of wages notified by the appropriate Government. Hence, the right to minimum wages has been universalized including for domestic workers.

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. Under the provisions of Code on Wages, 2019, the Central Government and the State Governments, as appropriate Government, fix, review and revise the minimum wages for all employments under their respective jurisdictions.

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The Code on Wages, 2019 mandates the Central Government to fix floor wage applicable across the Central and the State sphere and the minimum rates of wages fixed by the appropriate Government shall not be less than the floor wage.

“Labour” as a subject is in the Concurrent List of the Constitution of India. Under the Code, the power to make rules has been entrusted to Central Government as well as State Governments.
