

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 568
TO BE ANSWERED ON 04.12.2025**

REVISION OF NFLMW

568. SHRI RITABRATA BANERJEE:

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

- (a) whether Government plans to revise the National Floor Level Minimum Wage (NFLMW) and if so, the details thereof;**
- (b) the details of reasons for delay in revising it; and**
- (c) whether the SP Mukherjee Committee on minimum wages has submitted its final report and if so, the details thereof and if not, the reasons therefor?**

ANSWER

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

(a) to (c): The Central Government, based on the recommendation of the National Commission on Rural Labour (NCRL) in 1991, introduced the concept of National Floor Level Minimum Wage (NFLMW) as a non-statutory/advisory measure to have a uniform wage structure and to reduce the disparity in minimum wages across the country.

Now, the provisions of the Minimum Wages Act, 1948, have been rationalized and subsumed under the Code on Wages, 2019 which has been made effective from 21.11.2025.

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.
