

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 569
TO BE ANSWERED ON 04.12.2025**

UNIFORMITY IN FIXING MINIMUM WAGES

569. DR. K. LAXMAN:

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

- (a) whether Government is aware of the recent decision of Government of the National Capital Territory of Delhi to substantially revise minimum wages for unskilled, semi-skilled and skilled workers;**
- (b) whether the Central Government proposes to issue any model guidelines or framework to ensure uniformity and transparency in the methodology adopted by States for fixing minimum wages; and**
- (c) if so, details thereof?**

ANSWER

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

(a) to (c): 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.

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.

The methodology for calculation of Minimum Wages in their respective spheres is prescribed in Rules made by the Appropriate government under the relevant provisions of the Code on Wages, 2019.
