

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
STARRED QUESTION NO. 295
TO BE ANSWERED ON 19.03.2026**

COVERAGE OF CODE ON WAGES

295. SHRI SANJAY YADAV:

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

- (a) whether the Code on Wages, which refers to floor level minimum wage, covers anganwadi workers, ASHAs, midday meal workers, para teachers, etc;**
- (b) if so, the details thereof; and**
- (c) if not, the reasons therefor?**

ANSWER

**MINISTER OF LABOUR AND EMPLOYMENT
(DR. MANSUKH MANDAVIYA)**

(a) to (c): A Statement is laid on the Table of the House.

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STATEMENT REFERRED TO IN REPLY TO PARTS (a) TO (c) OF RAJYA SABHA STARRED QUESTION NO.295 RAISED BY SHRI SANJAY YADAV DUE FOR REPLY ON 19.03.2026 REGARDING COVERAGE OF CODE ON WAGES.

(a) to (c): “Labour” is in the Concurrent List of the Constitution of India. Under the provisions of the Code, both Central and State Governments are empowered as appropriate Government in their respective spheres.

The Code on Wages, 2019, which has been made effective from 21.11.2025, has made Floor Wage, a statutory provision. The Code on Wages, 2019 stipulates that the minimum rates of wages fixed by the appropriate Governments shall not be less than the floor wage.

As per the Code, the “employee” means any person employed on wages in an establishment whether the terms of employment are express or implied. The definition also allows the appropriate Government to declare additional categories of persons as employees. Further, the “employee” includes persons engaged in a wide range of work, including supervisory, managerial, administrative, technical, clerical, operational, skilled, semi-skilled and unskilled duties.

Anganwadi Workers (AWWs) and Anganwadi Helpers (AWHs) are honorary workers drawn from the local community who voluntarily come forward to render their services in the area of childcare and development to help the local community for which they are paid honorarium. States and UTs are also paying additional monetary incentives and top ups to these functionaries from their own resources which vary from State to State.

ASHAs are community health volunteers and are entitled to task/activity-based incentives. ASHAs receive a fixed monthly incentive for routine and recurring activities. Additionally, ASHAs are provided performance-based incentives for a varied set of activities under various National Health Programmes.

The Cook-cum-Helpers (CCH) are honorary workers under the PM Poshan Scheme. They are entitled to an honorarium in recognition of their services, and the State Governments/ UT administrations have the authority to enhance the honorarium by providing additional funds from their own resources.

Para teachers are engaged by States/UTs as per their respective policies and requirements to address local teacher shortages and ensure continuity of teaching- learning activities in schools. 'Education' also being a subject in the Concurrent List of the Constitution, the matters relating to engagement, service conditions and remuneration of para teachers fall within the administrative purview of the concerned States/UTs.
