

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 2344
TO BE ANSWERED ON 12.03.2026**

MINIMUM WAGES IN STATES

2344. SHRI SANJAY YADAV:

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

- (a) whether the 'Codes on Wages' prescribes floor and minimum wages which is the baseline for States;**
- (b) whether the statutory minimum wages in several States are much higher than the newly introduced National Floor Wages;**
- (c) whether it has the potential to encourage the State Governments to lower the minimum wages;**
- (d) whether Government would increase the 'floor level minimum wage'; and**
- (e) if not, the reasons therefor?**

ANSWER

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

(a) to (e): The Code on Wages 2019, which came into effect on 21.11.2025, aims to universalize the applicability of Minimum Wages across all employments.

The Code 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 provides for the fixation of a Floor wage as a statutory provision by the Central Government. The Code further stipulates that the minimum rates of wages fixed by the appropriate Governments shall not be lower than the floor wage so determined.

The Code on Wages, 2019 further provides that where the existing minimum rate of wages fixed by an appropriate Government is higher than the floor wage, such Government shall not reduce the minimum rate of wages so fixed earlier, thereby ensuring that the fixation of the floor wage does not lead to any lowering of the prevailing minimum wages.
