

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
STARRED QUESTION NO. 123
TO BE ANSWERED ON 30.07.2026**

MINIMUM WAGES

123. SHRI SANDOSH KUMAR P:

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

- (a) the minimum wages notified for various categories of workers, including unskilled, semi-skilled, skilled and highly skilled workers, as on date, State/UT-wise;**
- (b) whether Government has undertaken any review of adequacy of the existing minimum wages, in view of inflation and the rising cost of living and if so, the details thereof;**
- (c) whether Government proposes to revise or increase the minimum wages, including through the implementation of floor wages under the Code on Wages, 2019 and if so, the details and likely timeline thereof; and**
- (d) the steps taken to ensure compliance with minimum wage provisions across the country?**

ANSWER

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

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

STATEMENT REFERRED TO IN REPLY TO PARTS (a) TO (d) OF RAJYA SABHA STARRED QUESTION NO. 123 RAISED BY SHRI SANDOSH KUMAR P. DUE FOR REPLY ON 30.07.2026 REGARDING MINIMUM WAGES.

(a) to (d): “Labour” as a subject is in the Concurrent List of the Constitution of India. The Code on Wages, 2019 empowers both Central and State Governments as appropriate governments to fix, review, revise and enforce the minimum rates of wages for the establishments falling under their respective jurisdiction.

In order to take care of the rising prices, the Central Government revises the Variable Dearness Allowance (V.D.A) on basic rates of minimum wages every six months, effective from 1st April and 1st October of every year on the basis of Consumer Price Index for Industrial workers. Area wise Rates of Minimum Wages in the Central Sphere (as on 01.04.2026) are at Annexure.

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.

To ensure effective enforcement, the role and designation of Inspector has been changed to that of “Inspector-cum-Facilitator”. These facilitators guide and advise both employers and workers on complying with the provisions of the Code. Inspection of the establishments falling in the Central sphere is conducted as per the existing Inspection Scheme, in a web-based, randomized and also complaint-based manner as assigned through the Shram Suvidha Portal. Additionally, penalties for non-compliance have been rationalized, and an Appellate Authority has been established to facilitate expeditious dispute resolution.

ANNEXURE

ANNEXURE REFERRED TO IN REPLY TO PARTS (a) TO (d) OF RAJYA SABHA STARRED QUESTION NO. 123 RAISED BY SHRI SANDOSH KUMAR P. DUE FOR REPLY ON 30.07.2026 REGARDING MINIMUM WAGES.

**Area wise Rates of Minimum Wages for Scheduled Employments in the Central Sphere
(as on 01.04.2026)**

Sr. No.	Scheduled Employment	Category of Workers	Rates of Wages including V.D.A per day (in Rs.)		
			Area A	Area B	Area C
1.	Agriculture	Unskilled	528	483	478
		Semi-skilled/Unskilled Supervisory	578	530	488
		Skilled/Clerical	627	578	529
		Highly-skilled	694	645	578
2.	Sweeping and Cleaning +	Unskilled	827	693	556
3.	Watch and Ward	Without Arms (Upgraded to skilled with training)	1008	918	781
		With Arms (Upgraded to highly skilled for supervision)	1094	1008	918
4.	Loading & Unloading #	Unskilled	827	693	556
5.	Construction ^	Unskilled	827	693	556
		Semi-skilled/Unskilled Supervisory	918	781	650
		Skilled/Clerical	1008	918	781
		Highly-skilled	1094	1008	918
6.	Workers engaged in Stone Mines for Stone Breaking and Stone Crushing	1.Excavation & removal of over burden with 50 meters lead/1.5 meters lift:*			
		(a) Soft Soil		560	
		(b) Soft Soil with Rock		841	
		(c) Rock		1113	
		2. Removal and Staking of rejected stones with 50 metres lead/1.5metres lift*		450	
		3. Stone breaking or Stone Crushing for the stone size of category**			
		(a) 1.0 inch to 1.5 inches		3414	
		(b) Above 1.5 Inches to 3.0 Inches		2920	
		(c) Above 3.0 Inches to 5 Inches		1715	
		(d) Above 5.0 Inches		1410	
7.	Non-coal Mines \$		Above Ground {Rates of Wages	Below Ground {Rates of Wages	

			including V.D.A per day (in Rs.)}	including V.D.A per day (in Rs.)}
		Unskilled	556	693
		Semi-skilled/Unskilled Supervisory	693	827
		Skilled/Clerical	827	964
		Highly-skilled	964	1078

* Per 2.831 cubic meters or 100 cubic feet

** Per truck load of 5.662 cubic meters or 200 cubic feet

+ Employees engaged in the employment of Sweeping and Cleaning excluding Activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993.

Employees engaged in the employment of Loading and Unloading in (i) Goods Sheds, Parcel Offices of Railways; (ii) Other Goods Sheds, Godowns, Warehouses and other similar employments; (iii) Docks and Ports; and (iv) Passengers Goods and Cargo Carried out at Airports (Both International and Domestic).

^ Employees engaged in the employment of construction or maintenance of Roads or Runways or in Building Operations including laying down Underground Electric, Wireless, Radio, Television, Telephone, Telegraph and Overseas Communication Cables and similar other Underground Cabling Work, Electric Lines, Water Supply Lines and Sewerage Pipe Lines.

\$ Employees engaged in the employment of Gypsum Mines, Barytes Mines, Bauxite Mines, Manganese Mines, China Clay Mines, Kyanite Mines, Copper Mines, Clay Mines, Magnesite Mines, White Clay Mines, Stone Mines, Steatite Mines (including the mines producing Soap Stones and Talc), Ochre Mines, Asbestos Mines, Fire Clay Mines, Chromite Mines, Quartzite Mines, Quartz Mines, Silica Mines, Graphite Mines, Felspar Mines, Laterite Mines, Dolomite Mines, Red Oxide Mines, Wolfram Mines, Iron Ore Mines, Granite Mines, Rock Phosphate Mines, Hematite Mines, Marble and Calcite Mines, Uranium Mines, Mica Mines, Lignite Mines, Gravel Mines, Slate and Magnetite Mines.

Classification of Area

AREA – “A”					
Ahmedabad	(UA)	Hyderabad	(UA)	Faridabad complex	
Bangaluru	(UA)	Kanpur	(UA)	Ghaziabad	
Kolkata	(UA)	Lucknow	(UA)	Gurgaon	
Delhi	(UA)	Chennai	(UA)	Noida	
Greater Mumbai	(UA)	Nagpur	(UA)	Secunderabad	
Navi Mumbai		Pune	(UA)		
AREA – “B”					
Agra	(UA)	Gwalior	(UA)	Port Blair	(UA)
Ajmer	(UA)	Hubli-Dharwad	(M. Corpn)	Puducherry	(UA)
Aligarh	(UA)	Indore	(UA)	Raipur	(UA)
Allahabad	(UA)	Jabalpur	(UA)	Raurkela	(UA)
Amravati	(M. Corpn)	Jaipur	(M. Corpn)	Rajkot	(UA)
Amritsar	(UA)	Jalandhar	(UA)	Ranchi	(UA)
Asansol	(UA)	Jalandhar-Cantt.	(UA)	Saharanpur	(M. Corpn)
Aurangabad	(UA)	Jammu	(UA)	Salem	(UA)
Bareilly	(UA)	Jamnagar	(UA)	Sangli	(UA)
Belgaum	(UA)	Jamshedpur	(UA)	Shillong	
Bhavnagar	(UA)	Jhansi	(UA)	Siliguri	(UA)
Bhiwandi	(UA)	Jodhpur	(UA)	Solapur	(M. Corpn)
Bhopal	(UA)	Kannur	(UA)	Srinagar	(UA)
Bhubaneswar	(UA)	Kochi	(UA)	Surat	(UA)
Bikaner	(M. Corpn)	Kolhapur	(UA)	Thiruvananthapuram	(UA)
Bokaro Steel City	(UA)	Kollam	(UA)	Thrissur	(UA)
Chandigarh	(UA)	Kota	(M. Corpn)	Tiruchirappalli	(UA)
Coimbatore	(UA)	Kozhikode	(UA)	Tiruppur	(UA)
Cuttack	(UA)	Ludhiana	(M. Corpn)	Ujjain	(M. Corpn)
Dehradun	(UA)	Madurai	(UA)	Vadodara	(UA)
Dhanbad	(UA)	Malappuram	(UA)	Varanasi	(UA)
Durgapur	(UA)	Malegaon	(UA)	Vasai- Virar City	(M. Corpn)
Durg-Bhilai Nagar	(UA)	Mangalore	(UA)	Vijayawada	(UA)
Erode	(UA)	Meerut	(UA)	Vishakhapatnam	(M. Corpn)
Firozabad		Moradabad	(M. Corpn)	Warangal	(UA)
Goa		Mysore	(UA)	Gorakhpur	(UA)
Nanded Waghala	(M. Corpn)	Greater Visakhapatnam	(M. Corpn)	Nasik	(UA)
Gulbarga	(UA)	Nellore	(UA)	Guntur	(UA)
Panchkula	(UA)	Guwahati	(UA)	Patna	(UA)
Area ‘C’ will comprise all areas not mentioned in this list. NB: U.A. stands for Urban Agglomeration.					
