

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
UNSTARRED QUESTION NO. 1354
TO BE ANSWERED ON 30.07.2026
NATIONAL FLOOR LEVEL MINIMUM WAGE**

1354. PROF. MANOJ KUMAR JHA:

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

- (a) the current national floor level minimum wage as notified under the Code on Wages, 2026 and how it compares to the national floor minimum wage in each year from 2021-22 to 2025-26;**
- (b) the number of States where the state-notified minimum wage is currently below the national floor level minimum wage;**
- (c) the number of minimum wage violation cases registered under the new labour law framework in each month from November 2025 to May 2026; and**
- (d) the number of workers in enterprises employing fewer than ten workers who remain largely outside the ambit of the Labour Codes as a proportion of India's total workforce, based on the most recent available data?**

ANSWER

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

(a) to (d): 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.

The Code on Wages, 2019 has been made effective from 21.11.2025 with an aim, inter-alia, to universalise the applicability of minimum wages across all employments in an establishment. The Code on Wages (Central) Rules, 2026 under the Code on Wages, 2019, were notified on 08.5.2026.

“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 to fix, review and revise the minimum rates of wages for the establishments falling under their respective jurisdiction. The total number of cases received related to violation of minimum wages registered under the new labour law framework in central sphere is at “Annexure”.

ANNEXURE REFERRED TO IN REPLY TO PART (a) TO (d) OF RAJYA SABHA UNSTARRED QUESTION No. 1354 FOR 30.7.2026 RAISED BY PROF. MANOJ KUMAR JHA REGARDING “NATIONAL FLOOR LEVEL MINIMUM WAGE”.

The total number of cases received related to violation of minimum wages registered under the new labour law framework in the Central Sphere

Month	Total Cases Received	Cases Disposed	Amount Awarded (in Rs.)	Workers benefited
08 – 31 May, 2026	37	16	8,68,799	80
