

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
RAJYA SABHA  
UNSTARRED QUESTION NO. 2968  
TO BE ANSWERED ON 13.08.2026**

**NON-COMPLIANCE WITH MINIMUM WAGE REQUIREMENTS**

**2968. SHRI MOHAMMED NADIMUL HAQUE:**

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

- (a) the number of establishments found non-compliant with minimum wage notifications since 2014; and**  
**(b) the penalties actually recovered in such cases?**

**ANSWER**

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

**(a) & (b): “Labour” is a subject in the concurrent list of the Constitution of India.**

**The Code on Wages, 2019 which came into effect from 21.11.2025, has subsumed the provisions of the Payment of Wages Act, 1936, Minimum Wages Act, 1948, Payment of Bonus Act, 1965 and Equal Remuneration Act, 1976. Under the Code on Wages, 2019, the Central Government and the State Governments are the appropriate Governments for fixing the minimum rates of wages in respect of employments falling within their respective jurisdictions, in accordance with the provisions of the Code.**

**The enforcement in the Central sphere is secured through the inspecting officers of the Chief Labour Commissioner (Central), commonly designated as Central Industrial Relations Machinery (CIRM), and in the State sphere through the State Enforcement Machinery.**

**The details of number of establishments in the Central sphere against which claim cases filed and total awarded amount recovered under the Minimum Wages Act, 1948 from 2014-15 to 2025-26, may be seen at Annexure.**

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**Annexure**

**ANNEXURE REFERRED IN REPLY TO PART (a) & (b) OF RAJYA SABHA UNSTARRED QUESTION No. 2968 FOR 13.8.2026 RAISED BY SHRI MOHAMMED NADIMUL HAQUE REGARDING “NON-COMPLIANCE WITH MINIMUM WAGE REQUIREMENTS”.**

**The details of number of establishments in the Central sphere against which claim cases filed and total awarded amount recovered under the Minimum Wages Act, 1948 during the years from 2014-15 to 2025-26:**

| <b>Year</b> | <b>Number of establishments against which claim cases filed under the Minimum Wages Act, 1948</b> | <b>Total awarded amount recovered under the Minimum Wages Act, 1948 (in Rs.)</b> |
|-------------|---------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|
| 2014-15     | 1633                                                                                              | 1,59,68,139                                                                      |
| 2015-16     | 535                                                                                               | 79,39,551                                                                        |
| 2016-17     | 1191                                                                                              | 1,24,21,854                                                                      |
| 2017-18     | 926                                                                                               | 1,71,02,937                                                                      |
| 2018-19     | 1830                                                                                              | 4,55,25,908                                                                      |
| 2019-20     | 2156                                                                                              | 5,21,76,465                                                                      |
| 2020-21     | 1714                                                                                              | 5,24,40,244                                                                      |
| 2021-22     | 1749                                                                                              | 9,47,70,877                                                                      |
| 2022-23     | 2325                                                                                              | 10,54,89,933                                                                     |
| 2023-24     | 1683                                                                                              | 10,88,43,330.4                                                                   |
| 2024-25     | 1133                                                                                              | 14,21,17,534                                                                     |
| 2025-26     | 962                                                                                               | 4,03,47,172.8                                                                    |

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