

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
STARRED QUESTION NO. 323
TO BE ANSWERED ON 16.03.2026**

TRENDS IN REAL WAGES AND JOB QUALITY

***323. ADV PRIYA SAROJ:**

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

- (a) the details of inflation-adjusted real wage trends for rural and urban workers in the country during the last five years and the current year, year, gender, sector and State/UT-wise, particularly in Uttar Pradesh;**
- (b) whether the Periodic Labour Force Survey data indicates stagnation or decline in real wages for casual and self-employed workers and if so, the recorded reasons for such trends;**
- (c) the details of proportion and number of workers engaged in informal or contractual employment without written contracts or social security coverage in the country during the said period, gender and State/UT-wise, particularly in Uttar Pradesh;**
- (d) the details of the number of complaints received regarding wage delays, non-payment of minimum wages and job insecurity along with enforcement actions taken by the Government; and**
- (e) the details of the specific statutory or fiscal measures introduced by the Government to address the real wage stagnation and rising informalization of the workforce?**

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

(a) to (e): A statement is laid on the Table of the House.

STATEMENT REFERRED TO IN REPLY TO PARTS (a) TO (e) OF LOK SABHA STARRED QUESTION NO. 323 RAISED BY ADV PRIYA SAROJ DUE FOR REPLY ON 16.03.2026 REGARDING TRENDS IN REAL WAGES AND JOB QUALITY.

(a) to (e): Labour Bureau, an attached office of Ministry of Labour & Employment compiles and maintains average nominal daily wage rates for selected 12 agricultural and 13 non-agricultural occupations, based on information collected by the National Sample Survey Organisation from a fixed set of 600 sample villages across 20 States.

Labour Bureau data for ten years, 2014-15 to 2023-24, for agricultural labourers, indicates that the daily average wage rate has increased by about 66% and 72% for males and females respectively. Similarly, for non-agricultural labourers, the daily average wage rate has risen by about 56.7% and 58.4% for male and female respectively, during last ten years.

As per PLFS Annual report for the year 2023-24, the percentage of regular wage/ salaried employees in usual status in non-agriculture sector without written job contract for each State/ UT (Rural+Urban) may be seen at Annexure 'A'.

Furthermore, The Code on Wages, 2019 which came into effect from 21.11.2025, has subsumed the provisions of the Minimum Wages Act, 1948; Payment of Wages Act, 1936, Payment of Bonus Act, 1965 and Equal Remuneration Act, 1976. Under the provisions of the Code on Wages 2019, both Central and the State Governments are empowered to enforce the provisions of the Code by appointment of various authorities as prescribed under the Code such as "Authority to hear and decide claims", "Appellate Authority", "Inspector-cum-facilitator" and "Enquiry Officer".

The details of the number of complaints received and their disposal under Minimum Wages Act, 1948 and Payment of Wages Act, 1936 during the year 2024-25 are annexed at Annexure 'B'. Further, the details of inspections conducted under Minimum Wages Act, 1948 and Payment of Wages Act, 1936 during the year 2024-25 in the Central Sphere and the prosecution and penalties imposed for the irregularities detected in such inspections are annexed at Annexure 'C'.

To promote formalisation of the workforce, the Occupational Safety, Health and Working Conditions Code, 2020 provides for mandatory issuance of appointment letters to employees. The Code on Social Security, 2020 expands social security coverage by extending Employees' State Insurance Corporation coverage pan-India, allowing voluntary coverage for establishments with less than 10 employees, and mandating coverage even for establishments with a single employee engaged in hazardous processes. The coverage under the Employees' Provident Fund Organisation now applies to all establishments employing 20 or more employees, with the earlier schedule-based restriction removed. Further, the Employees' Enrolment Scheme (EES) of EPFO provides a time-bound opportunity for employers to bring left-out employees under the fold of social security, thereby ensuring their formalization.

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Percentage of regular wage/ salaried employees in usual status (principal status + subsidiary status) in non-agriculture sector (NIC-2008 Divisions:05-99) without written job contract for each State/ UT			
Rural + Urban (2023-24)			
State/ UT	Male	Female	Person
	with no written job contract	with no written job contract	with no written job contract
Andhra Pradesh	59.7	62.6	60.5
Arunachal Pradesh	9.5	11.5	10.0
Assam	47.4	39.6	45.5
Bihar	66.8	49.5	63.9
Chhattisgarh	67.0	69.4	67.6
Delhi	59.3	63.6	60.3
Goa	17.8	43.1	25.2
Gujarat	71.0	75.1	71.9
Haryana	60.0	56.0	59.3
Himachal Pradesh	41.2	45.5	42.3
Jharkhand	54.3	42.6	51.7
Karnataka	35.7	34.7	35.4
Kerala	55.4	46.6	51.5
Madhya Pradesh	55.3	48.7	54.1
Maharashtra	62.8	67.2	64.0
Manipur	23.2	29.6	24.7
Meghalaya	35.9	22.9	30.2
Mizoram	9.2	19.3	11.4
Nagaland	12.1	13.6	12.5
Odisha	50.2	41.6	48.0
Punjab	83.8	86.2	84.5
Rajasthan	79.2	67.7	77.1
Sikkim	24.8	15.9	21.7
Tamil Nadu	48.1	55.8	50.4
Telangana	46.3	49.5	47.2
Tripura	37.0	54.2	42.6
Uttarakhand	46.9	52.2	48.3
Uttar Pradesh	60.8	55.8	60.0
West Bengal	54.9	64.3	57.3
Andaman & N. Island	38.1	49.9	42.0
Chandigarh	31.5	33.6	32.1
Dadra & Nagar Haveli & Daman & Diu	54.7	72.5	58.0
Jammu & Kashmir	44.1	38.1	43.0
Ladakh	25.6	5.6	21.9
Lakshadweep	24.5	4.9	20.8
Puducherry	48.1	53.3	50.1
All India	58.2	57.3	58.0
Sample RWS# employees	18,547	6,415	24,962

Note:

1. *SSB: social security benefit; For the purpose of the survey, the social security benefits considered were PF/ pension, gratuity, health care/maternity benefit or a combination of these benefits
2. #RWS: regular wage/ salaried

Source:- PLFS Annual Report

ANNEXURE REFERRED TO IN REPLY TO PARTS (a) TO (e) OF LOK SABHA STARRED QUESTION NO. 323 RAISED BY ADV PRIYA SAROJ DUE FOR REPLY ON 16.03.2026 REGARDING TRENDS IN REAL WAGES AND JOB QUALITY

Number of complaints received and their disposal under the Minimum Wages Act, 1948 and Payment of Wages Act, 1936 during the year 2024-25

Year	Act	Complaint/ Claim Cases	No. of Cases Disposed	Amount involved (in Rs.)	Workers involved
2024-25	MW Act, 1948	1,434	1331	36,38,55,232	11,623
	PoW Act, 1936	956	832	9,63,78,738	7,025
Total		2,390	2,163	46,02,33,970	18,648

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Number of inspections conducted and prosecution under Minimum Wages Act, 1948 and Payment of Wages Act, 1936 during the year 2024-25

Year	Act	No. of inspections conducted	No. of irregularities detected	No. of irregularities rectified	Prosecution		
					Filed	Convicted	Penalty imposed (in Rs.)
2024-25	MW Act, 1948	7,302	28,944	8,162	585	131	3,30,100
	PoW Act, 1936	1,495	7,191	2,699	118	55	1,05,850
Total		8,797	36,135	10,861	703	186	4,35,950
