

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA  
UNSTARRED QUESTION NO. 2753  
TO BE ANSWERED ON 09.03.2026**

**WELFARE OF WORKERS**

**2753. SHRI N K PREMACHANDRAN:**

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

- (a) whether the Government proposes to resolve the wage in equality;**
- (b) if so, the action taken by the Government for regional and sectoral disparities and gender wage cap;**
- (c) whether the Government proposes wage rationalization, equal remuneration enforcement and skill based wage sector and if so, the details thereof;**
- (d) whether the Government proposes to establish an efficient mechanism for implementation of occupational health and safety and if so, the action taken for ensuring safety and health of workers especially in construction and mining sectors;**
- (e) whether the Government proposes to initiate action for the welfare of migrant workers and if so, the details thereof; and**
- (f) whether the Government proposes to provide benefit to the workers those are registered at e-shram portal and if so, the details thereof?**

**ANSWER**

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

**(a) to (c): The provisions of the Minimum Wages Act, 1948 have been rationalized and subsumed under the Code on Wages 2019, which have been made effective from 21.11.2025 with an aim to universalize the applicability of Minimum Wages across all employments and to ensure that there is no gender discrimination in respect of the same work or work of a similar nature done by any employee.**

**The Code on Wages, 2019 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.**

**With a view to reduce regional and sectoral wage disparities, the Code on Wages, 2019 makes the floor wage as a statutory provision. The Code stipulates that the minimum rates of wages fixed by the appropriate Governments shall not be less than the floor wage.**

**(d) & (e): In order to safeguard the interests of the migrant workers, the Central Government had enacted the Inter-state Migrant Workmen (Regulation of Employment and Condition of Service) Act, 1979. This Act has now been subsumed in the Occupational Safety, Health and Working Conditions (OSH) Code 2020. The OSH Code provides for decent working conditions, minimum wages, grievance redressal mechanisms, protection from abuse and exploitation, enhancement of skills and social security to all categories of workers, including construction and mining sector workers.**

**(f): The Ministry of Labour and Employment launched eShram portal (eshram.gov.in) on 26<sup>th</sup> August, 2021 for creation of a comprehensive National Database of Unorganised Workers (NDUW). The eShram portal registers the unorganised workers and provides them a Universal Account Number (UAN) on a self-declaration basis.**

**So far, fourteen (14) schemes of different Central Ministries/ Departments have already been integrated/ mapped with the eShram to extend benefits and access to social security, insurance or skill development programmes to eShram cardholders including Pradhan Mantri Street Vendors Atmanirbhar Nidhi (PMSVANidhi), Pradhan Mantri Suraksha Bima Yojana (PMSBY), Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY), Mahatma Gandhi National Rural Employment Guarantee scheme (MGNREGS), Pradhan Mantri Awas Yojana – Gramin (PMAY-G), Ayushman Bharat – Pradhan Mantri Jan Arogya Yojana (AB-PMJAY), Pradhan Mantri Awas Yojana – Urban (PMAY-U), Pradhan Mantri Matsya Sampada Yojana (PMMSY), Pradhan Mantri Kisan Samman Nidhi (PM-KISAN), One Nation One Ration Card (ONORC) and Pradhan Mantri Matru Vandna Yojana (PMMVY), etc.**

**Apart from the above, eShram has linkages with National Career Service (NCS) for Job Opportunities, Skill India Digital Hub (SIDH) for Skill Development, Pradhan Mantri Shram Yogi Maan-dhan (PM-SYM) for Pension and convergence portal of MoHUA.**