

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LOK SABHA
UNSTARRED QUESTION NO. 2399
TO BE ANSWERED ON 03.08.2026**

IMPLEMENTATION OF MINIMUM WAGES

2399. SHRI ZIA UR REHMAN:

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

- (a) whether the Government has conducted any assessment regarding the implementation of minimum wages for workers employed in the unorganised sector across the country;**
- (b) if so, the details thereof, State/UT-wise;**
- (c) whether the Government has received complaints regarding non-payment of minimum wages and delayed payment of wages in the unorganised sector during the last three years; and**
- (d) if so, the details of action taken by the Government to ensure effective enforcement of minimum wage provisions and timely payment of wages?**

ANSWER

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

(a) to (d): The Code on Wages, 2019 which came into effect from 21.11.2025, has subsumed the provisions of the Payment of Wages Act, 1936, the Minimum Wages Act, 1948, the Payment of Bonus Act, 1965 and the Equal Remuneration Act, 1976 by universalizing the applicability of the minimum wages.

Further, the Wages (Central) Rules, under the Code on Wages, 2019, were notified on 08.5.2026. The total number of cases in the central sphere related to violation of minimum wages, as per inputs received from the office of the Chief Labour Commissioner (Central) is at Annexure-I. To ensure effective enforcement, a large number of claim applications were disposed and amount awarded in favour of employees/ workers; the details of which are at Annexure-II.

“Labour” as a subject is in the Concurrent List of the Constitution of India. Under the provisions of the Code on Wages 2019, both Central and the State Governments are empowered to fix, review, revise the minimum rates of wages for all the employments falling under their respective jurisdictions.

Contd..2/-

In the Central sphere, enforcement is done through the Inspecting Officers of the office of Chief Labour Commissioner (Central), commonly designated as Central Industrial Relations Machinery (CIRM) and the compliance in the State sphere is ensured through the State enforcement machinery.

ANNEXURE REFERRED TO IN REPLY TO PART (a) To (d) OF LOK SABHA UNSTARRED QUESTION No. 2399 FOR 03.08.2026 RAISED BY SHRI ZIA UR REHMAN REGARDING “IMPLEMENTATION OF MINIMUM WAGES”.

The details of claim applications relating to non-payment of minimum rates of wages and delayed payment of wages filed before the respective Authorities during 2023-24 ,2024-25 and 2025-26, in the Central Sphere are given below:

Year	Claim Cases under the Minimum Wages Act,1948	Claim Cases under Payment of Wages Act 1936 / Rules
2023-24	1681	664
2024-25	1264	857
2025-26	1068	2666

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The details of claim applications disposed and amount awarded in favour of employees / workers during 2023-24 ,2024-25 and 2025-26, in the Central Sphere is as follows:

Minimum Wages Act,1948:

Year	Disposed	Awarded (in Rs.)	No. of Workers Benefitted
2023-24	2154	1,06,39,92,422	12,915
2024-25	1916	39,65,96,166	15,618
2025-26	1019	27,01,13,236	7,424

Payment of Wages Act, 1936:

Year	Disposed	Awarded (in Rs.)	No. of Workers Benefitted
2023-24	746	9,16,37,127	2,494
2024-25	834	7,41,11,463	6,029
2025-26	1759	3,96,40,862	2,991

The details of Inspections conducted for enforcement of minimum wages and timely payment of wages to workers engaged in the establishment during 2023-24 ,2024-25 and 2025-26, in the Central Sphere is as follows:

Year	Inspections under Minimum Wages Act,1948	Inspections under Payment of Wages Act, 1936 /Rules
2023-24	5,290	2,669
2024-25	4,320	1,745
2025-26	2,767	925

Source : O/o Chief Labour Commissioner(Central)
