

## Objectives and Legislative Intent of the “Code on Wages, 2019”

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1. The Second National Commission on Labour, which submitted its report in June, 2002, had recommended that the existing set of labour laws should be broadly amalgamated into the following groups, namely:—
  - (a) industrial relations;
  - (b) wages;
  - (c) social security;
  - (d) safety; and
  - (e) welfare and working conditions.
2. In pursuance of the recommendations of the said Commission and the deliberations made in the tripartite meeting comprising of the Government, employers' and industry representatives, it has been decided to bring the proposed legislation. The proposed legislation intends to amalgamate, simplify and rationalise the relevant provisions of the following four central labour enactments relating to wages, namely:—
  - (a) the Payment of Wages Act, 1936;
  - (b) the Minimum Wages Act, 1948;
  - (c) the Payment of Bonus Act, 1965; and
  - (d) the Equal Remuneration Act, 1976.
3. The amalgamation of the said laws will facilitate the implementation and also remove the multiplicity of definitions and authorities without compromising on the basic concepts of welfare and benefits to workers. The proposed legislation would bring the use of technology in its enforcement. All these measures would bring transparency and accountability which would lead to more effective enforcement. Widening the scope of minimum wages to all workers would be a big step for equity. The facilitation for ease of compliance of labour laws will promote in setting up of more enterprises thus catalyzing the creation of employment opportunities.
4. The salient features of the Code on Wages, 2019, *inter alia*, are as follows:—
  - (a) it provides for all essential elements relating to wages, equal remuneration, its payment and bonus;
  - (b) the provisions relating to wages shall be applicable to all employments covering both organised as well as un-organised sectors;
  - (c) the power to fix minimum wages continues to be vested in the Central Government as well the State Government in their respective sphere;

- (d) it enables the appropriate Government to determine the factors by which the minimum wages shall be fixed for different category of employees. The factors shall be determined taking into account the skills required, the arduousness of the work assigned, geographical location of the workplace and other aspects which the appropriate Government considers necessary;
- (e) the provisions relating to timely payment of wages and authorised deductions from wages, which are presently applicable only in respect of employees drawing wages of twenty-four thousand rupees per month, shall be made applicable to all employees irrespective of wage ceiling. The appropriate Government may extend the coverage of such provisions to the Government establishments also;
- (f) it provides that the wages to employees may also be paid by cheque or through digital or electronic mode or by crediting it in the bank account of the employee. However, the appropriate Government may specify the industrial or other establishment, where the wages are to be paid only by cheque or through digital or electronic mode or by crediting the wages in the bank account of the employee;
- (g) it provides for floor wage for different geographical areas so as to ensure that no State Government fixes the minimum wage below the floor wage notified for that area by the Central Government;
- (h) in order to remove the arbitrariness and malpractices in inspection, it empowers the appropriate Government to appoint Inspectors-cum-Facilitators in the place of Inspectors, who would supply information and advice the employers and workers;
- (i) it empowers the appropriate Government to determine the ceiling of wage limit for the purpose of eligibility of bonus and calculation of bonus;
- (j) in the place of number of authorities at multiple levels, it empowers the appropriate Government to appoint one or more authorities to hear and decide the claims under the proposed legislation;
- (k) it enables the appropriate Government to establish an appellate authority to hear appeals for speedy, cheaper and efficient redressal of grievances and settlement of claims;
- (l) it provides for graded penalty for different types of contraventions of the provisions of the proposed legislation;
- (m) it provides that the Inspector-cum-Facilitator shall give an opportunity to the employer before initiation of prosecution proceedings in cases of contravention, so as to comply with the provisions of the proposed legislation. However, in case of repetition of the contravention within a period of five years such opportunity shall not be provided;
- (n) it provides for the appointment of officers not below the rank of Under Secretary to the Government of India or an officer of equivalent level in the State Government to

- dispose of cases punishable only with fine up to fifty thousand rupees, so as to reduce the burden on subordinate judiciary;
- (o) it provides for compounding of those offences which are not punishable with imprisonment;
  - (p) it provides that where a claim has been filed for non-payment of remuneration or bonus or less payment of wages or bonus or on account of making deduction not authorised by the proposed legislation, the burden shall be on the employer to prove that the said dues have been paid to the employee;
  - (q) it enables the appropriate Government to constitute Advisory Boards at Central and State level to advise the Central Government and the State Governments, respectively, on matters relating to wages, women employment, etc.;
  - (r) the period of limitation for filing of claims by a worker has been enhanced to three years, as against the existing time period varying from six months to two years, to provide a worker more time to settle his claims.
5. The Code on Wages, 2017, on similar lines, was introduced and referred to the Department-related Parliamentary Standing Committee on Labour, which submitted its forty-third Report on 18th December, 2018. However, before the said Bill could be passed in the said House, it lapsed on dissolution of the Sixteenth Lok Sabha. Hence, the Code on Wages, 2019.



## **Acts & Rules repealed after enforcement of the “Code on Wages, 2019”**

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### **Acts Repealed**

S. No.	Acts Repealed
1.	The Payment of Wages Act, 1936
2.	The Minimum Wages Act, 1948
3.	The Payment of Bonus Act, 1965
4.	The Equal Remuneration Act, 1976

### **Rules Repealed**

S. No.	Rules Repealed
1.	The Payment of Wages (Procedure) Rules, 1937
2.	The Payment of Wages (Railways) Rules, 1938
3.	The Minimum Wages (Central) Rules, 1950
4.	The Payment of Wages (Mines) Rules, 1956
5.	The Payment of Wages (Procedure) Application to Scheduled employments Rules, 1962
6.	The Payment of Wages (Manner of Recovery of excess Deductions) Rules, 1966
7.	The Payment of Wages (Air Transport Services) Rules, 1968
8.	The Payment of Wages (Deductions for National Defence Fund and Defence Savings Scheme) Rules, 1972
9.	The Payment of Bonus Rules, 1975
10.	The Equal Remuneration Rules, 1976
11.	The Payment of Undisbursed Wages (Air Transport Services) Rules, 1988
12.	The Payment of Undisbursed Wages (Mines) Rules, 1989
13.	The Central Advisory Committee on Equal Remuneration Rules, 1991
14.	The Payment of Wages (Nomination) Rules, 2009

S. No.	Rules Repealed
15.	The Minimum Wages (Central Advisory Board) Rules, 2011
16.	The Code on Wages (Central Advisory Board) Rules, 2021
17.	The Ease of Compliance to Maintain Register under various Labour Laws & Rules, 2027 to the extent these rules are made in exercise of the power conferred by section 13 of the Equal Remuneration Act, 1976 (25 of 1976), Minimum Wages Act, 1948 (11 of 1948) and the Payment of Wages Act, 1936 (4 of 1936)

## Comparison between the Equal Remuneration Act, 1976 and Code on Wages, 2019

Section No. of Equal Remuneration Act	Section No. of Code on Wages	Description (as used in Code on Wages)
2(a)	2(d)	Definition of “appropriate Government”
2(c)	2(l)	Definition of “employer”
2(e)	2(t)	Definition of “notification”
2(f)	2(u)	Definition of “prescribed”
2(h)	2(v)	Definition of “same work or work of a similar nature”
2(i)	2(z)	Definition of “worker”
4 and 5	3	Prohibition of discrimination on ground of gender
7(3)	4	Authority to decide whether a work is same or similar nature
11	55	Offences by companies
17	68	Power to remove difficulties

## Comparison between Minimum Wages Act, 1948 and Code on Wages, 2019

Section No. of Minimum Wages Act, 1948	Section No. of Code on Wages	Description (as used in Code on Wages)
2(b)	2(d)	Definition of “appropriate Government”
2(e)	2(l)	Definition of “employer”
2(i)	2(k)	Definition of “employee”
2(f)	2(u)	Definition of “prescribed”
2(h)	2(y)	Definition of “wages”
3	6	Fixing of minimum wages
4	7	Components of minimum wages
5	8	Procedure for fixing and revising minimum wages
8	2(b)	Central Advisory Board
13	13	Fixing hours for a normal working day
14	14	Wages for overtime work
15	10	Wages of employee who works for less than normal working day
16	11	Wages for two or more classes of work
17	12	Minimum time rate wages for piece work
19	2(r) and 51	Inspector-cum Facilitator appointed under section 51(1) of Code on Wages
25	60	Contracting out

## Comparison between Payment of Wages Act, 1936 and Code on Wages, 2019

Section No. of Payment of Wages Act, 1936	Section No. of Code on Wages	Description (as used in Code on Wages)
2(i)	2(d)	Definition of “appropriate Government”
2(ib)	2(l)	Definition of “employer”
2(ic)	2(n)	Definition of “factory”
2(iv)	2(u)	Definition of “prescribed”
2(vi)	2(y)	Definition of “wages”
4	16	Fixation of wage-periods.
5	17	Time limit for payment of wages
6	15	Mode of payment of wages
7	18	Deductions which may be made from wages
8	19	Fines
9	20	Deductions for absence from duty
10	21	Deductions for damage or loss
11	22	Deductions for services rendered
12	23	Deductions for recovery of advances
12A	24	Deductions for recovery of loans
23	60	Contracting out

## Comparison between Payment of Bonus Act, 1965 and Code on Wages, 2019

Section No. of Payment of Bonus Act, 1965	Section No. of Code on Wages	Description (as used in Code on Wages)
2(1)	2(a)	Definition of “accounting year”
2(3)	2(c)	Definition of “agricultural income-tax law”
2(4)	31	Payment of bonus out of “allocable surplus”
2(5)	2(d)	Definition of “appropriate Government”
2(9)	2(e)	Definition of “company”
2(10)	2(h)	Definition of “co-operative society”
2(11)	2(i)	Definition of “corporation”
2(12)	2(j)	Definition of “direct tax”
2(13)	2(k)	Definition of “employee”
2(14)	2(l)	Definition of “employer”
2(16)	2(m)	Definition of “establishment in Public Sector”
2(17)	2(n)	Definition of “factory”
2(19)	2(p)	Definition of “Income-tax Act”
2(20)	2(u)	Definition of “prescribed”
2(21)	2(y)	Wages
3	30	Establishments to include departments, undertakings and branches
4 r/w 1st and 2nd Schedule	32	Computation of gross profits
5	33	Computation of available surplus
6	34	Sums deductible from gross profits
7	35	Calculation of direct tax payable by employer
8	26	Eligibility for bonus, etc.
9	29	Disqualification for bonus
13	27	Proportionate reduction in bonus in certain cases
14	28	Computation of number of working days
15	36	Set on and set off of allocable surplus
17	37	Adjustment of customary or interim bonus against bonus payable under this Code
18	38	Deduction of certain amounts from bonus payable
19	39	Time-limit for payment of bonus
20	40	Application of Act to establishments in public sector in certain cases

## Enforcement Status of the Code on Wages, 2019

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Section No.	Heading	Effective Date
Section 1	Short title, extent and commencement	November 21, 2025
Section 2	Definitions	November 21, 2025
Section 3	Prohibition of discrimination on ground of gender	November 21, 2025
Section 4	Decision as to disputes with regard to same or similar nature of work	November 21, 2025
Section 5	Payment of minimum rate of wages	November 21, 2025
Section 6	Fixation of minimum wages	November 21, 2025
Section 7	Components of minimum wages	November 21, 2025
Section 8	Procedure for fixing and revising minimum wages	November 21, 2025
Section 9	Power of Central Government to fix floor wage	November 21, 2025
Section 10	Wages of employee who works for less than normal working day	November 21, 2025
Section 11	Wages for two or more classes of work	November 21, 2025
Section 12	Minimum time rate wages for piece work	November 21, 2025
Section 13	Fixing hours of work for normal working day	November 21, 2025
Section 14	Wages for overtime work	November 21, 2025
Section 15	Mode of payment of wages	November 21, 2025
Section 16	Fixation of wage period	November 21, 2025
Section 17	Time limit for payment of wages	November 21, 2025
Section 18	Deductions which may be made from wages	November 21, 2025
Section 19	Fines	November 21, 2025
Section 20	Deductions for absence from duty	November 21, 2025
Section 21	Deductions for damage or loss	November 21, 2025
Section 22	Deductions for services rendered	November 21, 2025

<b>Section No.</b>	<b>Heading</b>	<b>Effective Date</b>
Section 23	Deductions for recovery of advances	November 21, 2025
Section 24	Deductions for recovery of loans	November 21, 2025
Section 25	Chapter not to apply to Government establishments	November 21, 2025
Section 26	Eligibility for bonus, etc	November 21, 2025
Section 27	Proportionate reduction in bonus in certain cases	November 21, 2025
Section 28	Computation of number of working days	November 21, 2025
Section 29	Disqualification for bonus	November 21, 2025
Section 30	Establishments to include departments, undertakings and branches	November 21, 2025
Section 31	Payment of bonus out of allocable surplus	November 21, 2025
Section 32	Computation of gross profits	November 21, 2025
Section 33	Computation of available surplus	November 21, 2025
Section 34	Sums deductible from gross profits	November 21, 2025
Section 35	Calculation of direct tax payable by employer	November 21, 2025
Section 36	Set on and set off of allocable surplus	November 21, 2025
Section 37	Adjustment of customary or interim bonus against bonus payable under this Code	November 21, 2025
Section 38	Deduction of certain amounts from bonus payable	November 21, 2025
Section 39	Time limit for payment of bonus	November 21, 2025
Section 40	Application of this Chapter to establishments in public sector in certain cases	November 21, 2025
Section 41	Non-applicability of this Chapter	November 21, 2025
Sub-sections (1), (2), (3), (10) and (11) of section 42	Central Advisory Board and State Advisory Boards	December 18, 2020
Sub-sections (4) to (9) of section 42		November 21, 2025

Enforcement Status of the Code on Wages, 2019

Section No.	Heading	Effective Date
Section 43	Responsibility for payment of various dues	November 21, 2025
Section 44	Payment of various undisbursed dues in case of death of employee	November 21, 2025
Section 45	Claims under Code and procedure thereof	November 21, 2025
Section 46	Reference of disputes under this Code	November 21, 2025
Section 47	Presumption about accuracy of balance sheet and profit and loss account of corporations and companies	November 21, 2025
Section 48	Audit of account of employers not being corporations or companies	November 21, 2025
Section 49	Appeal	November 21, 2025
Section 50	Records, returns and notices	November 21, 2025
Section 51	Appointment of Inspector cum-Facilitators and their powers	November 21, 2025
Section 52	Cognizance of offences	November 21, 2025
Section 53	Power of officers of appropriate Government to impose penalty in certain cases	November 21, 2025
Section 54	Penalties for offences	November 21, 2025
Section 55	Offences by companies	November 21, 2025
Section 56	Composition of offences	November 21, 2025
Section 57	Bar of suits	November 21, 2025
Section 58	Protection of action taken in good faith	November 21, 2025
Section 59	Burden of proof	November 21, 2025
Section 60	Contracting out	November 21, 2025
Section 61	Effect of laws agreements, etc., inconsistent with this Code	November 21, 2025
Section 62	Delegation of powers	November 21, 2025
Section 63	Exemption of employer from liability in certain cases	November 21, 2025
Section 64	Protection against attachments of assets of employer with Government	November 21, 2025

<b>Section No.</b>	<b>Heading</b>	<b>Effective Date</b>
Section 65	Power of Central Government to give directions	November 21, 2025
Section 66	Saving	November 21, 2025
Clauses (s) and (t) of sub-section (2) of section 67	Power of appropriate Government to make rules	December 18, 2020
Sub-section (1) and clauses (a) to (r) and (u) to (zc) of sub-section (2) and sub-sections (3) to (5) of section 67		November 21, 2025
Section 68	Power to remove difficulties	November 21, 2025
Section 69 [to the extent it relates to sections 7 and 9 (to the extent they relate to the Central Government) and section 8 of the Minimum Wages Act, 1948	Repeal and savings	December 18, 2020
Section 69 [except the provisions of the Code mentioned above]		November 21, 2025

## FAQs on “Code on Wages, 2019”

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FAQs dated 24th December, 2025	
1.	<p><b>Whether Data Entry Operators and employees in similar categories are included under the minimum wage provisions of the Code on Wages, 2019?</b></p> <p>Yes. The concept of scheduled employment has been done away under the Code on Wages. The Code is now universally applicable to all employees, irrespective of their sector or category.</p>
2.	<p><b>Is a daily wage worker not eligible for bonus?</b></p> <p>Bonus is payable to every employee who has worked for at least thirty days in an accounting year as per the wage ceiling prescribed by the appropriate Government.</p>
3.	<p><b>Will the new concept of floor wage reduce the minimum wages fixed by the State?</b></p> <p>No, Floor Wage is a baseline. Where the minimum rates of wages fixed by the State Government earlier is more than the floor wage, the State Government shall not reduce such minimum rates of wages fixed by it earlier.</p>
4.	<p><b>Will the revised definition of wages under the Code, 2019 reduce employee wages?</b></p> <p>No. The definition brings transparency and uniformity. Allowances exceeding a fixed percentage as notified by Central Government are added back to wages, increasing the base for PF, gratuity, and bonus, benefiting workers. It will strengthen social security of employees.</p>
5.	<p><b>Does the Code on Wages allow employers to make too many deductions from workers’ wages?</b></p> <p>No. The Code caps all deductions at 50% of wages – uniform and protective compared to earlier 75% for cooperative deductions. The deduction are restricted to 50% of wages.</p>
6.	<p><b>Will the fixation of minimum wages become arbitrary under Central Government control?</b></p> <p>No. The Central as well as the State Governments will fix minimum wages within their respective jurisdictions. They must set these wages above the floor wage and after consulting workers and employers representatives. So, the process is fair, balanced, and not arbitrary.</p>

7.	<p><b>Will the inspector under the Code facilitate only the employers?</b></p> <p>No. The duties and powers of the inspector are retained, and he will enforce the provisions, simultaneously raising awareness among workers about their rights and guiding employers in compliance.</p>
8.	<p><b>Is it true that working hours been extended in a way that deprives workers of overtime?</b></p> <p>No. Flexibility in working hours will not curtail the minimum wage, and employees working beyond normal hours are entitled to the overtime rate which shall not be less than twice the normal rate of wages.</p>
9.	<p><b>Are transgender persons not provided benefits under the Code on Wages, 2019?</b></p> <p>The Employers shall not discriminate on ground of gender including transgender in matter relating to wages, recruitment of an employee for the same work or work of a similar nature and in the conditions of employment.</p>
10.	<p><b>Does compounding of offences allow employers to escape punishment?</b></p> <p>No. Deterrent and enhanced penalties are provided under the Code on Wages. Employers are given the opportunity to rectify irregularities; however, compounding is limited to the first offence and a repeat of offence within a period of 5 years is punishable with imprisonment that may extend up to 3 months or fine or with both. This system reduces unnecessary litigation while ensuring that employers cannot evade their responsibilities.</p>
11.	<p><b>Is only permanent employee covered under the Code?</b></p> <p>No. The Code covers all employees, including full-time, part-time, temporary, casual and contractual workers.</p>
12.	<p><b>Does the Code on Wages benefit only organized sector workers?</b></p> <p>No. The Code on Wages applies to all employees, employed in the organized or unorganized sector. It ensures minimum wages and timely payment. The Code universalizes minimum wages for all categories of employees.</p>

<b>FAQs dated 30th December, 2025</b>	
<b>13.</b>	<p><b>What does the term “wages” mean?</b></p> <p>The definition of “Wages” covers:</p> <ul style="list-style-type: none"> <li>• All remuneration whether by way of salaries, allowances or otherwise payable to a person employed. This includes: Basic pay, Dearness allowance, Retaining allowance, if any</li> <li>• If the payments/allowances other than Basic pay, Dearness allowance and Retaining allowance exceed 50% or such percentage as notified of all remuneration, then amount exceeding 50% or such percentage as notified shall be added in the “Wages”.</li> </ul>
<b>14.</b>	<p><b>Definition of wages and the components it would cover.</b></p> <p>The definition of “Wages” covers:</p> <ul style="list-style-type: none"> <li>• All remuneration whether by way of salary, allowances or otherwise. These include Basic pay, Dearness allowance and Retaining allowance, if any.</li> <li>• If the allowances (except gratuity and retrenchment compensation) exceeds 50% of all remuneration, the excess amount shall be added back to wages.</li> <li>• Performance based incentives, Employee Stock Option Plans (ESOPs), variable part of the component or reimbursement-based payments to the employee shall not be part of the wages.</li> </ul>
<b>15.</b>	<p><b>What is the 50% rule for allowances?</b></p> <ul style="list-style-type: none"> <li>• If the allowances and benefits together (except gratuity and retrenchment compensation) exceed 50% of all remuneration, the excess amount shall be added back to wages.</li> <li>• Such added amount shall be treated as wages for statutory purposes.</li> </ul>
<b>16.</b>	<p><b>Whether Leave Encashment be part of allowances?</b></p> <p>As mentioned in Section 2(y) of Code on Wages, 2019, leave encashment is not a part of allowances.</p>
<b>17.</b>	<p><b>Does this definition of wages apply to all labour laws?</b></p> <p>This single definition of wages applies across all four Labour Codes. The same definition applies uniformly for statutory calculations.</p>



<p>18.</p>	<p><b>Explain the allowance rule with a clear illustration?</b></p> <ul style="list-style-type: none"> <li>• Total remuneration: ₹76,000 per month</li> <li>• Basic Pay + Dearness Allowance: ₹20,000</li> <li>• Allowances: ₹40,000</li> <li>• Other components (Gratuity and retrenchment compensation): ₹16,000</li> <li>• Total allowance paid: ₹56,000</li> <li>• Max. allowance allowed for calculation of wages (50% of total remuneration): ₹38,000</li> <li>• Excess allowance over 50% limit: ₹2000</li> <li>• ₹2000 shall be added back to wages (Basic Pay + DA) for statutory compliances.</li> <li>• Statutory calculations shall be made on revised wages: ₹22,000</li> </ul>
<p><b>FAQs dated 16<sup>th</sup> March, 2026</b></p>	
<p>19.</p>	<p><b>Does overtime payment form part of the 50 percent wage calculation rule?</b>  <b>What constitutes “total remuneration” for applying the 50% wage floor?</b></p> <ol style="list-style-type: none"> <li>1. Is actual gratuity paid included?</li> <li>2. Is gratuity included where shown as part of CTC?</li> <li>3. Are employer contributions to PF and other social security benefits included?</li> </ol> <p>Overtime allowance payment forms a part of the 50 percent wage calculation.  <i>Please refer to Q. No. 14 above.</i></p> <p>Only statutory components such as employer PF and pension contributions and statutory bonus are included for arriving at 50% of wages to form part of remuneration. Gratuity, ESI and other retirement benefits are not included.</p>
<p>20.</p>	<p><b>Whether statutory components such as employer/employee PF contribution, statutory bonus, ESI, or other retirement benefits are included within “Other Allowances” or whether the illustration is based only on gross monthly salary excluding statutory contributions.</b></p> <p>No. Statutory components such as employer share of PF/Pension contribution, are prescribed under Section 2(y)(c) of the Code on Wages and difference amount of total of (a) to (i) of Section 2(y) of the Code will be added back to the wages/remuneration in case it exceeds 50% of remuneration/wages (First proviso to the Section 2(y) of the Code on Wages).</p>

21.	<p><b>Are there any specific legal provisions in place for the wage protection of white-collar employees?</b></p> <p>The Code on Wages, 2019 has provisions for timely payment of wages. These provisions are applicable to all employees.</p>
22.	<p><b>Can wages and minimum wages be treated as the same?</b></p> <p>No, minimum wages are the statutory wages fixed by the appropriate Government. An employer is legally prohibited from paying an employee less than the prescribed minimum wage.</p>
23.	<p><b>Do annual performance-based incentives form a part of “wages” for computation under the Labour Codes?</b></p> <p>No. Annual performance-based incentives do not form a part of “wages” for computation under the Labour Codes.</p>
24.	<p><b>Who is eligible for overtime wages—only workers or it is applicable for Employees also? If so does the entitlement also extend to supervisory and managerial staff?</b></p> <p>Yes. Employee, including worker, whose minimum rate of wages is fixed under the Code on Wages, 2019 is eligible for overtime.</p>
25.	<p><b>Is the revised definition of “wages” under the Code on Wages, 2019 applicable for gratuity calculation from the date of enforcement of the Code, i.e., 21.11. 2025?</b></p> <p>Yes. Gratuity, based on revised definition of wages will be applicable w.e.f. 21.11.2025 i.e. date of implementation of the Codes.</p>
26.	<p><b>From which date does the definition of “wages” under the Labour Codes come into effect?</b></p> <p>The definition of “wages” has come into effect from 21.11.2025.</p>
27.	<p><b>Whether variable components of wages such as overtime (OT) allowance are included while calculating the “wages” under the Codes?</b></p> <p>Yes. Overtime allowance payment forms a part of components Section 2(a) to 2(i). If such allowance, exceed 50 percent of remuneration then excess over 50 percent is added to the wage calculation.</p>



<b>28.</b>	<b>What is the distinction between “minimum wages” and “wages” under the Labour Codes?</b>  Minimum wages are fixed by the Appropriate Government for the employees, whereas wages are fixed as per Terms of Employment between employee and employer, employed in any establishment as per the definition of Wages as mentioned in Section 2(y) on the Code on Wages, 2019.
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# Minimum Wages for various States across India

## Delhi

Effective from 01st April 2025

Minimum Wage Rates for Scheduled Employments:

Category	Rates as on 01.10.2024 (Rupees)	D.A. (pm) w.e.f. 01.04.2025 (Rupees)	Rates from 01.04.2025 (Per Month)	Rates from 01.04.2025 (Per Day)
Un-skilled	18,066	390	18,456	710
Semi-Skilled	19,929	442	20,371	784
Skilled	21,917	494	22,411	862

Minimum Wage Rates for Clerical and Supervisory Staff:

Category	Rates as on 01.10.2024 (Rupees)	D.A. (pm) w.e.f. 01.04.2025 (Rupees)	Rates from 01.04.2025 (Per Month)	Rates from 01.04.2025 (Per Day)
Non matriculates	19,929	442	20,371	784
Matriculates but not Graduates	21,917	494	22,411	862
Graduates and above	23,836	520	24,356	937

## Uttar Pradesh

Effective from 01st April 2026

Minimum Wage Rates for Gautam Buddha Nagar and Ghaziabad Districts (Category 1):

Category	Basic	DA	Total Amount
Un-skilled	12,885	805	13,690
Semi-Skilled	14,173	886	15,059
Skilled	15,876	992	16,868