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REFERENCE GUIDE

Minimum Wages Reference Chart

State-wise and industry-wise minimum wage rates for Indian employers. Updated for FY 2025-26 with Code on Wages 2019 changes.

Updated May 2026 12 Pages FY 2025-26

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2.5x
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6-month
Revision Cycle
Most states revise twice a year

2019
Code on Wages
Now effective from Nov 2025

01 Quick Reference: Unskilled Wages by State

Shops & Establishments, highest zone, monthly rates

Rs 18,456
Highest: Delhi
Delhi Labour Dept, Apr 2026

Rs 7,410
Lowest: Rajasthan
Rajasthan Labour Dept, Oct 2025

2.5x
Gap Between States
Minimum Wages Act 1948

State	Unskilled (Rs/month)	Effective Date	Revision Cycle
Delhi	18,456	Apr 2026	Semi-annual (Apr, Oct)
Maharashtra (S&E, Zone I)	17,544	Jan 2026	Semi-annual (Jan, Jul)
Karnataka (Zone I)	15,701	Apr 2025	Annual (Apr)
Haryana	15,221	Apr 2026	Semi-annual
Punjab	13,486	May 2026	Semi-annual
Maharashtra (General, Zone I)	13,921	Jan 2026	Semi-annual (Jan, Jul)
Telangana (Zone I)	12,690	Apr 2026	Semi-annual (Apr, Oct)
Gujarat (Zone I)	12,662	Oct 2025	Semi-annual (Apr, Oct)
Andhra Pradesh (Zone I)	12,647	Apr 2026	Semi-annual
Madhya Pradesh	12,425	Apr 2026	Semi-annual (Apr, Oct)
Bihar	11,336	Apr 2026	Semi-annual (Apr, Oct)
Uttar Pradesh	11,314	Apr 2026	Semi-annual (Apr, Oct)
West Bengal (Zone A)	10,386	Jan 2026	Semi-annual (Jan, Jul)
Rajasthan	7,410	Oct 2025	Biennial + VDA

Why the huge gap?

Minimum wages are set by state governments based on local cost of living. Delhi's cost of living is roughly 2x Rajasthan's, which explains the spread. Employers with multi-state operations must pay each state's rate separately.

02 Delhi (NCT)

Effective 1 April 2026. No zonal division. Source: labour.delhi.gov.in

Skill Category	Monthly Rate (Rs)	Daily Rate (Rs)
Unskilled	18,456	710
Semi-Skilled	20,371	783
Skilled	22,411	862
Clerical (Non-Matric)	20,371	783
Clerical (Matriculate)	22,411	862
Clerical (Graduate+)	24,356	937

Delhi does not use a separate 'Highly Skilled' category for Shops & Establishments. Graduate clerical staff rate (Rs 24,356) is the highest tier.

03 Maharashtra

Effective 1 Jan 2026 to 30 Jun 2026. VDA: Rs 3,900/month. Source: Maharashtra Labour Commissioner

Skill Level	Zone I (Rs/month)	Zone II (Rs/month)	Zone III (Rs/month)
Unskilled (S&E)	17,544	16,948	16,352
Semi-Skilled (S&E)	18,344	17,748	17,152
Skilled (S&E)	19,044	18,448	17,852
Unskilled (General)	13,921	13,325	12,728
Semi-Skilled (General)	14,756	14,160	13,564
Skilled (General)	15,532	14,936	14,340

Zone I: Mumbai, Pune, Nagpur, Thane. Zone II: A/B-class municipal councils. Zone III: Rural and smaller towns. Shops & Establishments rates are higher than general scheduled employment rates.

04 Karnataka, Haryana & Gujarat

Three high-employment states with different zone structures

Karnataka (Shops & Establishments, Apr 2025-Mar 2026)

- ✓ **Unskilled: Zone I Rs 15,701 | Zone II Rs 15,150 | Zone III Rs 14,624 | Zone IV Rs 14,124**
  Zone I = BBMP/Bengaluru. Source: karmikaspandana.karnataka.gov.in
- ✓ **Semi-Skilled: Zone I Rs 16,860 | Zone II Rs 16,253 | Zone III Rs 15,675 | Zone IV Rs 15,125**
  Annual revision in April. Check for 2026-27 update.
- ✓ **Skilled: Zone I Rs 18,135 | Zone II Rs 17,467 | Zone III Rs 16,831 | Zone IV Rs 16,226**
  4-zone system based on municipal classification
- ✓ **Highly Skilled: Zone I Rs 19,537 | Zone II Rs 18,803 | Zone III Rs 18,103 | Zone IV Rs 17,437**
  Highest tier in Karnataka

Haryana (All Employments, Apr 2026)

- ✓ **Unskilled Rs 15,221 | Semi-Skilled Rs 16,781 | Skilled Rs 18,501 | Highly Skilled Rs 19,426**
  Uniform across all districts. No zonal division. Source: Haryana Labour Dept gazette notification
- ✓ **Haryana applies Code on Wages 2019 framework** Code on Wages
  Wages cannot be split into allowances. These are all-inclusive rates. Trainees get 75% of applicable category (min = unskilled rate).

Gujarat (Shops & Establishments, Oct 2025-Mar 2026)

- ✓ **Unskilled: Zone I Rs 12,662 | Zone II Rs 12,376**
  Zone I = Municipal Corporations, Urban Dev Authorities. Source: col.gujarat.gov.in
- ✓ **Semi-Skilled: Zone I Rs 12,922 | Zone II Rs 12,662**
  VDA component: Rs 910/month
- ✓ **Skilled: Zone I Rs 13,234 | Zone II Rs 12,922**
  Apr 2026 revision includes Rs 12/day increase. Verify latest rates.

05 Uttar Pradesh, Madhya Pradesh, Rajasthan & Bihar

Central and northern states

State	Unskilled	Semi-Skilled	Skilled	Highly Skilled
Madhya Pradesh	12,425	13,421	15,144	16,769
Bihar	11,336	11,752	14,326	17,472
Uttar Pradesh	11,314	12,445	13,940	Verify
Rajasthan	7,410	7,722	8,034	9,334

MP breakdown

Madhya Pradesh wages include Basic + VDA (Rs 2,850/month flat). For example, Unskilled = Rs 9,575 basic + Rs 2,850 VDA = Rs 12,425 total. Source: MP Labour Dept, Apr 2026.

UP three-tier system

UP adopted a three-tier district classification from April 2026. Wages may vary by district tier. The rates shown are for the general category. 74 scheduled employments covered.

Rajasthan has among the lowest minimum wages in India. Monthly rates calculated at 26 working days. Bihar's VDA is just Rs 208/month.

06 Telangana, Andhra Pradesh, Kerala & West Bengal

Southern and eastern states with unique classification systems

Telangana (Shops & Establishments, Apr 2026)

- ✓ **Unskilled (Peon/Helper): Zone I Rs 12,690 | Zone II Rs 12,690**
  Same rate across zones for unskilled. VDA Rs 9,320/month (high proportion).
- ✓ **Semi-Skilled (Clerk): Zone I Rs 13,422 | Zone II Rs 13,206**
  Designation-based classification, not purely skill-based.
- ✓ **Skilled: Zone I Rs 13,840 | Zone II Rs 13,622**
  Source: labour.telangana.gov.in
- ✓ **Manager/Programmer: Zone I Rs 14,877 | Zone II Rs 14,458**
  Highest tier in Telangana S&E

Andhra Pradesh (Shops & Establishments, Apr 2026)

- ✓ **Helper/Peon (Unskilled): Zone I Rs 12,647 | Zone II Rs 12,317**
  COLA component: Rs 8,947.20/month. Source: AP Commissioner of Labour
- ✓ **Clerk/Computer Operator: Rs 12,833 to Rs 13,049**
  Rate varies by exact designation within the semi-skilled band.
- ✓ **Pharmacist/Goldsmith (Skilled): Rs 13,467 to Rs 13,669**
  Zone I rates. Zone II is Rs 200-300 lower.

Kerala (Shops & Establishments, Feb 2026)

- ✓ **Basic wages: Grade Special Rs 9,330 to Grade E Rs 8,280**
  6-grade system. DA varies by district CPI. Total wages = Basic + DA + Rs 200 special allowance.
- ✓ **Total wages vary by district: Mundakayam Rs 15,950, Kochi Rs 14,156, Wayanad Rs 13,734** Critical
  Employers must apply district-specific DA. A single rate across Kerala = compliance failure.
- ✓ **IT sector has separate grades: Grade F Rs 15,570 to Grade I Rs 13,110 (basic)**
  Plus district DA. Source: lc.kerala.gov.in

West Bengal (Shops & Establishments, Jan 2026)

- ✓ **Unskilled: Zone A Rs 10,386 | Zone B Rs 9,760**
  Zone A = Municipal Corporations and Municipalities. Source: lc.wb.gov.in
- ✓ **Semi-Skilled: Zone A Rs 11,426 | Zone B Rs 10,733**
  Uniform across all 31 scheduled employments
- ✓ **Skilled: Zone A Rs 12,569 | Zone B Rs 11,807 | Highly Skilled: Zone A Rs 13,825 | Zone B Rs 12,990**
  Two-zone system

07 Central Government Minimum Wages

For central sphere scheduled employments. Effective 1 April 2026. Source: CLC notification.

Skill Level	Area A (Rs/month)	Daily Rate (Rs)
Unskilled	20,358	783
Semi-Skilled	22,568	868
Skilled	24,804	954
Highly Skilled	26,910	1,035

Area Classification

Area A: Delhi, Mumbai, Kolkata, Chennai, Bengaluru, Hyderabad, Ahmedabad
Area B: Cities with 5 lakh+ population (state capitals, major industrial cities)
Area C: All other areas

Central rates apply to: Construction, Agriculture, Mining, Stone Breaking, Sweeping & Cleaning, Watch & Ward, Loading/Unloading in Railways and Docks. VDA revised every 6 months based on CPI-IW (Base 2016=100).

08 Code on Wages, 2019: What Changed

Key changes every employer must know

Major Changes Under the New Code

✓ **Universal coverage: all employees now covered** — New

Old Act covered only 'scheduled employments'. The Code covers every employee in every industry.

Code on Wages 2019, S.3

✓ **National floor wage: states cannot go below it**

Section 9 provides for a national floor wage. Exact amount not yet notified as of May 2026.

Code on Wages 2019, S.9

✓ **50% basic pay rule** — Critical

Basic pay must be at least 50% of total remuneration. This affects PF and gratuity calculations significantly.

Code on Wages 2019

✓ **Replaces 4 old Acts**

Minimum Wages Act 1948, Payment of Wages Act 1936, Payment of Bonus Act 1965, Equal Remuneration Act 1976.

✓ **Central Rules notified 8 May 2026**

Code effective from 21 November 2025. State-level rules still being framed in most states.

✓ **Haryana already operating under Code framework**

Wages cannot be split into allowances. All-inclusive rates. Other states expected to follow.

Haryana Gazette Notification, Apr 2026

09 Penalties for Non-Compliance

Under both old Act and new Code

Offence	Old Act Penalty	Code on Wages Penalty
Underpayment of wages	Up to 6 months jail or Rs 500 fine	First offence: fine up to Rs 50,000
Repeat offence (within 5 years)	Same as above	Up to 3 months jail or Rs 1,00,000 fine, or both
Not maintaining registers	General penalty applies	Fine up to Rs 10,000
Obstruction of Inspector	General penalty	Up to 1 year jail or Rs 1,00,000 fine, or both

First-time rectification opportunity

Under the Code on Wages 2019, the Inspector-cum-Facilitator gives first-time offenders a chance to fix the violation before prosecution. No such opportunity for repeat offences within 5 years. Section 54, Code on Wages 2019.

The old Rs 500 fine under Section 22 of MW Act is effectively obsolete. Several states have amended penalties to Rs 5,000 to Rs 1,00,000. Always check state-specific amendments.

10 Employer Compliance Checklist

Key obligations under the Minimum Wages Act / Code on Wages

- ✓ **Pay at least the minimum wage for your state, zone, and skill category** — Mandatory
  Section 12, MW Act / Section 7, Code on Wages. No exemptions.
- ✓ **Display applicable minimum wage rates at the workplace**
  Must be prominently displayed where employees can see them.
  Section 12(2), MW Act
- ✓ **Maintain Form X (Register of Wages) and Form IV (Muster Roll)**
  Retain for minimum 3 years. Rule 26, MW Rules.
  Rule 26, MW Rules
- ✓ **Issue wage slips to every employee**
  Mandatory under Section 17, Code on Wages.
  Section 17, Code on Wages
- ✓ **Pay overtime at double the minimum wage rate**
  For work beyond normal hours. Section 14, MW Act / Section 8, Code on Wages.
  Section 14, MW Act
- ✓ **Do not make deductions that bring wages below minimum**
  Any deduction (PF, ESI, advances) cannot reduce take-home below minimum wages.
  Section 12, MW Act
- ✓ **Track revision dates and update pay within 30 days** — Every 6 months
  Most states revise every 6 months (April and October). Set a calendar reminder.
- ✓ **Verify zone classification for each work location**
  Multi-location businesses must apply the correct zone rate for each branch.

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