

UP govt makes minimum wage universal for all eligible workers

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Lucknow: UP govt has made minimum wages universal for all eligible workers. Till now, the minimum wage was extended to 74 scheduled employments.



“This is happening with the state rolling out UP Wage Code 2026 duly approved by the state cabinet and likely to get effective in a week or so,” principal secretary, labour, **MKS Sundaram** told TOI on Wednesday.

“Under the new framework, all eligible workers

are entitled to minimum wages, regardless of their employment category or geographical location,” he said.

According to the new code, minimum wages will be determined on the basis of skill level, nature of work and geographical area. The state will also have to ensure that its minimum wage does not fall below the floor wage prescribed by the Centre.

The new framework provides for equal pay for equal work and removes gender-based wage discrimination.

It also fixes basic wages at 50% of total wages, a provision that will increase the wage-linked contributions towards PF, ESIC and gratuity.

Employers will have to clear outstanding dues within two days of termination, while overtime will have to be paid at twice the normal wage rate. Statutory deductions from wages have been capped at 50%.

Principal employers would now be accountable for payment of wages and bonus to contract workers.

Moreover, the new rules seek to reduce the compliance burden on employers. Labour enforcement has also been redesigned, with inspections moving to an online, risk-based system.

The designation of labour inspector has also been replaced by inspector-cum-facilitator.