

**GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
RAJYA SABHA
STARRED QUESTION NO.*128**

TO BE ANSWERED ON 11TH DECEMBER, 2025

DISTRIBUTION OF WORKFORCE

***128. SHRI SANJAY SINGH:**

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

- (a) the number of skilled, semi-skilled and unskilled workers in the country, including their distribution across key industrial sectors and rural-urban areas, State-wise;**
- (b) the current minimum wage rates for such workers across all sectors after the implementation of the Code on Wages, 2019, State-wise;**
- (c) the details of actions taken against timely wage payment violations, and repeat offenders, including penalties collected State-wise and sector-wise; and**
- (d) whether Government has held the Indian Labour Conference or any other tripartite consultations on labour reforms post-announcement and if not, the reasons therefor?**

ANSWER

**MINISTER OF LABOUR AND EMPLOYMENT
(DR. MANSUKH MANDAVIYA)**

(a) to (d): A Statement is laid on the Table of the House.

STATEMENT REFERRED TO IN REPLY TO RAJYA SABHA STARRED QUESTION NO. *128 DUE FOR REPLY ON 11.12.2025 BY SHRI SANJAY SINGH, M.P. REGARDING “DISTRIBUTION OF WORKFORCE”

(a): The data on Employment and Unemployment is collected through Periodic Labour Force Survey (PLFS) which is conducted by the Ministry of Statistics and Programme Implementation (MoSPI) since 2017-18.

As per the latest available Annual PLFS reports, the estimated Worker Population Ratio (WPR) indicating employment (including skilled, semi-skilled and unskilled workers) on usual status for persons of age 15 years and above has increased from 46.8% in 2017-18 to 58.2% in 2023-24. Also, WPR in rural areas has increased from 48.1% to 62.1% and in urban areas from 43.9% to 49.4% during the same period.

Further, the percentage distribution of workers by broad industry division (viz. Agriculture , Mining & quarrying, Manufacturing , Construction, Electricity, water, etc.) estimated from 2017-18 to 2023-24 is available in the Periodic Labour Force Survey (PLFS) reports, which may be seen at <https://www.mospi.gov.in/publications-reports>.

(b): The provisions of the Minimum Wages Act 1948, apply to workers in scheduled employments under the respective jurisdiction of Central Government and State Governments. However, such data of State-wise minimum rate of wages is not maintained centrally.

Further, the provisions of the Minimum Wages Act 1948, have been subsumed under the Code on Wages 2019, which has been made effective from 21.11.2025.

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 within their respective jurisdiction.

(c): Chief Labour Commissioner(C) organisation conducts regular inspections of the establishments falling in the central sphere to ensure implementation of the provisions of Payment of Wages Act, 1936. State and Sector wise data is not maintained by CLC(C). The consolidated details regarding inspections conducted in all 20 Regions under Payment of Wages Act, 1936 during the last year and the current year is annexed as Annexure.

(d): Labour Codes have been framed after Wide consultations with States/UTs, Trade Unions, Employers' Organisations, various stakeholders including tripartite constituents. Draft Labour Rules have been framed and will be finalised after due consultation with all stakeholders.

Annexure**Details of the inspections under Payment of Wages 1936**

S.no.	Particulars	2024-25	2025-26 (Upto Oct,2025)
1	No. of Inspections Conducted	1667	801
2	No. of Irregularities detected	7531	4369
3	No. Irregularities Rectified	2046	1018
4	No. of Prosecutions Launched	1014	215
5	No. of Convictions	45	15
6	Penalties imposed (Amt. in Rs) Penalties imposed as fine in the court of law (Judicial Courts) as a result of prosecution for offenses	96450	46205