



Circular No – 007/2026

Date: 04.02.2026

To
All Members of The Association

**SUPERVISORS WITH Rs.18,000/- PM SALARY NOT COVERED UNDER
THE DEFINITION OF WORKER UNDER CODE ON WAGES**

1. The code on wages 2019 has come in to force w.e.f. 21.11.2025. The code on wages defines the term worker at under section 2(z) of the Code. Workers as defines under the Act does not include.

(c) any such person who is employed mainly in managerial or administrative capacity or

(d) who is employed in supervisory capacity drawing wage of exceeding Rs.15000/- PM or **an amount as may be notified by the Central Govt. from time to time.** (Emphasis added)



2. Now, the Ministry of Labour and Employment, Govt. of India in exercise of the powers conferred by sub-clause (d) of clause (z) of section 2 of the Code on Wages, 2019 (29 of 2019), notified that, for the purposes of sub-clause (d), the wage ceiling or limit for a person employed in a supervisory capacity referred to in said sub-clause shall be eighteen thousand rupees per month; and accordingly, a person employed in a supervisory capacity and drawing the wages exceeding eighteen thousand rupees per month shall be excluded from the definition of "worker" under the said clause.

3. Copy of the Gazette of India notification dated 30.01.2026 is enclosed for the information of members.

For KARNATAKA EMPLOYERS' ASSOCIATION
Sd/
[B C Prabhakar]
President



भारत का राजपत्र The Gazette of India

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EXTRAORDINARY

भाग II—खण्ड 3—उप-खण्ड (ii)
PART II—Section 3—Sub-section (ii)

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श्रम एवं रोजगार मंत्रालय

अधिसूचना

नई दिल्ली, 30 जनवरी, 2026

का.आ. 454(अ).— मजदूरी संहिता, 2019 (2019 का 29) की धारा 2 के खंड (य) के उप-खंड (घ) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, केंद्रीय सरकार अधिसूचित करती है कि, उक्त उप-खंड (घ) के प्रयोजनों के लिए, उक्त उप-खंड में निर्दिष्ट पर्यवेक्षी क्षमता में नियोजित किसी व्यक्ति के लिए वेतन की उच्चतम सीमा या सीमा अठारह हजार रुपये प्रति माह होगी; और तदनुसार, पर्यवेक्षी क्षमता में नियोजित और अठारह हजार रुपये प्रति माह से अधिक की मजदूरी प्राप्त करने वाले व्यक्ति को उक्त खंड के अंतर्गत "कामगार" की परिभाषा से बाहर रखा जाएगा।

[फा. सं. पी-11011/01/2025-डब्ल्यू सी]

दीपिका कच्छल, संयुक्त सचिव

MINISTRY OF LABOUR AND EMPLOYMENT
NOTIFICATION

New Delhi, the 30th January, 2026

S.O. 454(E).— In exercise of the powers conferred by sub-clause (d) of clause (z) of section 2 of the Code on Wages, 2019 (29 of 2019), the Central Government hereby notifies that, for the purposes of sub-clause (d), the wage ceiling or limit for a person employed in a supervisory capacity referred to in said sub-clause shall be eighteen thousand rupees per month; and accordingly, a person employed in a supervisory capacity and drawing the wages exceeding eighteen thousand rupees per month shall be excluded from the definition of “worker” under the said clause.

[F. No. P-11011/01/2025-WC]

DEEPIKA KACHHAL, Jt. Secy.