Circular No – 060/2026

Date: 27.08.2026

To
All Members of The Association

PAYMENT OF BONUS

1. The provisions relating to the payment of bonus to employees are contained in Chapter IV of the Code on Wages, 2019, which came into force with effect from 21.11.2025.
2. The Central Government, in exercise of the powers conferred on it under sub-section (1) of Section 26 of the Code on Wages, 2019, has notified that every employee drawing wages not exceeding ₹21,000/- per month shall be paid a bonus as specified under the said sub-section. A copy of the notification dated 25.08.2026, published in the Gazette of India (Extraordinary) of the same date, is enclosed herewith as **Annexure-1.** This notification has come into force with retrospective effect from 21.11.2025, being the date on which the Code on Wages officially came into force.
3. Section 26(2) of the Code on Wages, 2019 outlines the method for calculating the bonus payable to eligible employees whose wages exceed the statutory calculation threshold. The Central Government, in exercise of the powers conferred on it under sub-section (2) of Section 26 of the Code, has notified that where the wages of an eligible employee exceed ₹7,000/- per month, the bonus payable shall be calculated as if their wages were ₹7,000/- per month or the minimum wage fixed by the appropriate Government for such employment, whichever is higher. A copy of the said notification dated

25.08.2026, published in the Gazette of India (Extraordinary) is enclosed herewith. This notification has also come into force with effect from 21.11.2025, aligned with the implementation date of the Code on Wages.

4. The Code on Wages, 2019 has replaced the erstwhile Payment of Bonus Act, 1965. In terms of the notification issued by the Central Government under Section 26(1) of the Code, employees whose wages do not exceed ₹21,000/- per month are eligible to receive a statutory bonus under the Code.

5. The second notification, issued under Section 26(2) of the Code, prescribes the computation mechanism for the payment of bonus to employees whose wages exceed ₹7,000/- but remain below or equal to ₹21,000/- per month. In such cases, their salary for the purpose of bonus calculation shall be deemed to be ₹7,000/- per month or the minimum wage notified by the Central Government, whichever is higher.

6. The notifications are applicable only to establishments for which the Central Government is the "appropriate Government" as defined under the Code. Other establishments falling under **State jurisdiction** may await the corresponding notification to be issued by the Government of Karnataka on this subject matter.

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

रजिस्ट्री सं. डी.एल.- 33004/99 REGD. No. D. L.-33004/99

भारत का राजपत्र
The Gazette of India

सी.जी.-डी.एल.-अ.-25082026-275747
CG-DL-E-25082026-275747

असाधारण
EXTRAORDINARY

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

प्राधिकार से प्रकाशित
PUBLISHED BY AUTHORITY

सं. 4526] नई दिल्ली, मंगलवार, अगस्त 25, 2026/भाद्र 3, 1948
No. 4526] NEW DELHI, TUESDAY, AUGUST 25, 2026/BHADRA 3, 1948

श्रम और रोजगार मंत्रालय

अधिसूचना

नई दिल्ली, 25 अगस्त, 2026

का.आ. 4711(अ).— केंद्रीय सरकार, मजदूरी संहिता, 2019 (2019 का 29) की धारा 26 की उप धारा (1) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, यह अवधारित करती है कि प्रति मास इक्कीस हजार रुपये से अनधिक मजदूरी पाने वाले प्रत्येक कर्मचारी को उक्त उप धारा में यथा विनिर्दिष्ट बोनस संदत्त किया जाएगा।

2. यह अधिसूचना 21 नवंबर, 2025 से प्रवृत्त हुई मानी जाएगी।

[फा. सं. एस-33027/4/2026-डब्ल्यूबी]

दीपिका कच्छल, संयुक्त सचिव

MINISTRY OF LABOUR AND EMPLOYMENT

NOTIFICATION

New Delhi, the 25th August, 2026

S.O. 4711(E).— In exercise of the powers conferred by sub-section (1) of section 26 of the Code on Wages, 2019 (29 of 2019), the Central Government hereby determines that every employee drawing wages not exceeding twenty-one thousand rupees per mensum shall be paid bonus as specified in the said sub-section.

2. This notification shall be deemed to have come into force on the 21st day of November, 2025.

[F. No. S-33027/4/2026-WB]

DEEPIKA KACHHAL, Jt. Secy.

Uploaded by Dte. of Printing at Government of India Press, Ring Road, Mayapuri, New Delhi-110064
and Published by the Controller of Publications, Delhi-110054.

रजिस्ट्री सं. डी.एल.- 33004/99 REGD. No. D. L.-33004/99

भारत का राजपत्र
The Gazette of India

सी.जी.-डी.एल.-अ.-25082026-275741
CG-DL-E-25082026-275741

असाधारण
EXTRAORDINARY

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

प्राधिकार से प्रकाशित
PUBLISHED BY AUTHORITY

सं. 4525] नई दिल्ली, मंगलवार, अगस्त 25, 2026/भाद्र 3, 1948
No. 4525] NEW DELHI, TUESDAY, AUGUST 25, 2026/BHADRA 3, 1948

श्रम और रोजगार मंत्रालय

अधिसूचना

नई दिल्ली, 25 अगस्त, 2026

का.आ. 4710(अ).— केंद्रीय सरकार, मजदूरी संहिता, 2019 (2019 का 29) की धारा 26 की उप धारा (2) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए यह अवधारित करती है कि उक्त संहिता की धारा 26 की उप धारा (1) और उप धारा (3) के अधीन संदेय बोनस की संगणना के प्रयोजन के लिए, जहां धारा 26 की उप धारा (1) के अधीन बोनस के लिए पात्र किसी कर्मचारी की मजदूरी सात हजार रुपये प्रति मास से अधिक है, वहां ऐसे कर्मचारी को संदेय बोनस इस प्रकार संगणित किया जाएगा मानो उसकी मजदूरी सात हजार रुपये प्रति मास या केंद्रीय सरकार द्वारा नियत न्यूनतम मजदूरी, जो भी अधिक हो, थी ।

2. यह अधिसूचना 21 नवंबर, 2025 से प्रवृत्त हुई समझी जाएगी।

[फा. सं. एस-33027/5/2026-डब्ल्यूबी]

दीपिका कच्छल, संयुक्त सचिव

MINISTRY OF LABOUR AND EMPLOYMENT

NOTIFICATION

New Delhi, the 25th August, 2026

S.O. 4710(E).— In exercise of the powers conferred by sub-section (2) of section 26 of the Code on Wages, 2019 (29 of 2019), the Central Government hereby determines that for the purpose of calculation of the bonus payable under sub-sections (1) and (3) of section 26 of the said Code, where the wage of an employee being eligible for bonus under sub-section (1) of section 26, exceed seven thousand rupees per mensum, the bonus payable to such employee shall be calculated, as if his wage was seven thousand rupees per mensum or the minimum wage fixed by the Central Government, whichever is higher.

2. This notification shall be deemed to have come into force on the 21st day of November, 2025.

[F. No. S-33027/5/2026-WB]

DEEPIKA KACHHAL, Jt. Secy.

Uploaded by Dte. of Printing at Government of India Press, Ring Road, Mayapuri, New Delhi-110064
and Published by the Controller of Publications, Delhi-110054. SARVESH KUMAR SRIVASTAVA