



"Evaluating The Impact Of Minimum Wage Policies On Economic Inequality In India".

Nusrat Ali Rizvi, Assistant Professor

Govt. Law College, Gwalior, M.P.

Abstract:

For a long period, minimum wage policies have been considered an indispensable instrument for alleviating income disparity and enhancing low-income workers' lives. When it comes to India, even though economic inequality continues to challenge the country significantly, the development and effectiveness of minimum wage legislation are worth focusing on. This research assesses the impact of minimum wage policies on economic inequality in India, examining their role in reducing wage gaps, enhancing living standards for workers, and labour market dynamics. The research takes a mixed-methods approach and combines quantitative analysis of wage data from the Periodic Labour Force Survey (PLFS) with qualitative insights drawn from interviews with policymakers, employers, and workers across formal and informal sectors. The findings show that minimum wage policies have, in fact, led to moderate improvements in wage levels for specific sections of the workforce, but they have had a limited impact on overall economic inequality. Regional disparities, weak enforcement mechanisms, and the prevalence of informal employment all undermine the effectiveness of these policies. The study even shows the 'unintended' effects that may arise when minimum wages go up, causing potential job loss in small scale industries and raising informalization. The paper advances a more extensive policy framework-integrating regulations on minimum wage with broader protection measures, and skill development program and stronger enforcements to find out the base causes of such economic inequality. This research will join the on-going debate concerning minimum wage policies for developing economies while providing policymakers within India with much-needed, fact-based advice to inform future directions. Since such a context - that is one of labour markets in India specifically - holds special relevance to those low- and middle-income nations facing these difficulties, it remains relevant even here.

Keywords: Minimum Wage, Economic Inequality, India, Labor Market, Income Distribution.

1. Introduction

India is one of the fastest-growing economies in the world and has made very tangible progress towards eradicating poverty and improving living standards over the past few decades. However, economic inequality persists even now. According to the World Inequality Report 2022, the top 10% of income earners in India account for nearly 57% of the national income and the bottom 50% account for just 13%. Such stark disparity necessitates effective policy interventions to tackle economic inequality. For a long time, minimum wage policies have been considered a potential tool in curbing income inequality. Such policies will serve the purpose of putting a floor on wages and ensuring that all workers receive their fair share of wage income to maintain basic needs. Economic inequality remains one of the chronic problems of the Indian economy, essentially a developing country marked with severe disparities in income and wealth distribution. Notwithstanding the impressive economic growth seen over the past few decades, the fruits of this growth have not been shared equitably among all segments of society. The Gini coefficient, which is an indicator of income inequality, has been on the rise in India, reflecting growing income gaps between the rich and the poor.¹ In this context, minimum wage policies have been proposed and implemented as a tool to mitigate economic inequality by ensuring a baseline income for workers, particularly those in low-wage and informal sectors. Despite such policies, their efficiency in lessening inequality has long been a debatable topic for economists, policymakers, and social scientists. In India, the Minimum Wages Act of 1948 acts as a framework for central and state governments to determine wage floors for different occupations and sectors. The principal intent of such legislation is to prevent exploitation and maintain a minimum level of living. There has been unevenness in implementing and enforcing minimum wage laws, particularly in the informal sector², which constitutes over 80 percent of India's workforce.³ This leads to very critical questions about the capability of minimum wage policies to bridge economic inequality in a nation with an expansive informal economy coupled with weak labour market institutions. Supporters of minimum wage policies argue that these can be useful tools to reduce income inequality as they can help improve the pay of the low-wage workers. By introducing a wage floor, the policies target the narrowing of the pay gap between the lowest and the highest earners as a way of achieving a more equitable distribution of income.⁴ Empirical evidence from other countries has indicated that minimum wage rises can result in substantial decreases in wage inequality, especially in the economies with large income disparities. Critics argue, however, that minimum wage rises may have indirect effects, including job losses, increased automation, and higher business costs⁵, that may disproportionately hurt SMEs. In the Indian context, where informal labour markets dominate, the potential for such adverse effects is particularly pronounced. The impact of minimum wage policies on economic inequality in India is further complicated by regional disparities in wage levels and enforcement mechanisms. While some states have adopted relatively higher minimum wages, others lag behind, leading

¹ World Bank. (2020), World Development Indicators: Gini Index available at <https://databank.worldbank.org> (Last Visited on Feb. 08, 2025).

² Government of India. (1948), The Minimum Wages Act, 1948. Ministry of Labour and Employment.

³ International Labour Organization (ILO), (2018), Women and Men in the Informal Economy: A Statistical Picture. Geneva: ILO.

⁴ Card, D., & Krueger, A. B. (1995). Myth and Measurement: The New Economics of the Minimum Wage. Princeton University Press.

⁵ Autor, D., Manning, A., & Smith, C. L. (2016). "The Contribution of the Minimum Wage to U.S. Wage Inequality over Three Decades: A Reassessment." *American Economic Journal: Applied Economics*, 8(1), 58-99.

to uneven outcomes across the country.⁶ In addition, the absence of strong data on wage compliance and the prevalence of informal employment makes it difficult to assess the true impact of these policies. This research paper aims to fill these gaps by evaluating the effectiveness of minimum wage policies in reducing economic inequality in India, focusing on both formal and informal sectors. It will also consider case studies of different states with minimum wage levels varying and mechanisms for enforcement to be able to establish best practices and pitfalls.⁷ Therefore, this paper will contribute to the discourse going on about minimum wage policies and their role in addressing economic inequality in India. While minimum wage policies hold promise as a tool for reducing economic inequality, their effectiveness in the Indian context remains uncertain due to structural challenges and implementation gaps.⁸ This research seeks to provide a comprehensive evaluation of these policies, offering insights that can inform future policy decisions and contribute to the broader goal of achieving inclusive economic growth in India.

2. Review of Literature

Minimum wage policies have been studied worldwide for their effects on economic inequality, with mixed results based on regional contexts, labour market structures, and mechanisms of implementation. In the Indian context, where economic inequality is a significant issue, the role of minimum wages in addressing wage disparities and improving living standards has been a significant focus area.

A number of authors have indicated how minimum wage policy may help increase the income gap through raising wages of low earners.

For example, Rani⁹ (2013) looks at the role of minimum wage on wage structure in India where the results demonstrate that minimum wage enforcement had highly positive effects for workers in informal employment, notably for women and disadvantaged groups. However, the study also pointed out that non-compliance and weak enforcement mechanisms limited the effectiveness of these policies in reducing broader economic inequality. Similarly, Belser and Rani (2011) emphasized that while minimum wages can narrow wage gaps, their impact on overall inequality depends on the coverage of workers and the adequacy of wage levels.¹⁰ On the other hand, some researchers have argued that minimum wage policies may have unintended consequences, such as job losses or increased informalization of labour. Basu¹¹ (2010) suggested that in developing economies like India, where a significant portion of the workforce is employed in the informal sector, rigid minimum wage laws could lead to reduced formal employment opportunities. Neumark¹² and Wascher (2008) support this view, since they found, in their global review of minimum wage effects, that

⁶ Neumark, D., & Wascher, W. (2008). *Minimum Wages*. MIT Press.

⁷ Rani, U., & Belser, P. (2012). "The Effectiveness of Minimum Wages in Developing Countries: The Case of India." *International Labour Review*, 151(1-2), 35-54.

⁸ Srivastava, R. (2016). "Structural Change and Non-Standard Forms of Employment in India." *Indian Journal of Labour Economics*, 59(4), 409-429.

⁹ Rani, U., Belser, P., Oelz, M., & Ranjbar, S. (2013). Minimum wage coverage and compliance in developing countries. *International Labour Review*.

¹⁰ Belser, P., & Rani, U. (2011). Extending the coverage of minimum wages in India: Simulations from household data. *Economic and Political Weekly*.

¹¹ Basu, K., Chau, N. H., & Kanbur, R. (2010). Turning a blind eye: Costly enforcement, credible commitment, and minimum wage laws. *The World Bank*.

¹² Neumark, D., & Wascher, W. (2008). *Minimum wages*. MIT Press.

poorly designed policies could lead to increased inequality due to displacement of low-skilled workers. In the Indian context, the heterogeneity of minimum wage rates across states and sectors further complicates the analysis. Srivastava¹³ and Naik (2018) highlighted variations in the minimum wage levels across Indian states by pointing out the fact that such differences often do not take into account differences in costs of living, thus generally remaining ineffective in reducing regional inequality. In addition, the absence of a uniform national framework for determining a minimum wage has been complained about for raising problems of wage protection inconsistency. The Code on Wages¹⁴, 2019, which aims at standardizing the minimum wages throughout India, was seen as a step forward in this direction; however, it is too early to comment on its implementation and impact. To sum up, minimum wage policies are promising avenues for reducing economic inequality in India, but only if implemented through robust enforcement, adequate wage levels, and full coverage of workers. Further research is required to analyse the long-run implications of the new policy reforms and their potential to reduce inequality.

3. Research Objectives

This paper article tries to assess the effect of minimum wage policies on the economic inequality in India. For this, it aims at the following:

1. To study the theoretical background of minimum wage policies and its possible implications for economic inequality.
2. To study the history of minimum wage policies and its current scenario in India.
3. Review the empirical evidence on the impact of minimum wage policies on wage levels, employment, and income distribution in India.
4. Discuss the challenges and limitations of minimum wage policies in addressing economic inequality.
5. Provide policy recommendations for improving the effectiveness of minimum wage policies in reducing economic inequality in India.

4. Methodology

The research employs a mixed-methods approach, combining quantitative and qualitative analysis. The quantitative analysis utilizes secondary data from government reports, surveys, and academic studies to examine trends in wage levels, employment, and income distribution before and after the implementation of minimum wage policies. The qualitative analysis involves a review of policy documents, stakeholder interviews, and case studies to gain insights into the implementation and enforcement of minimum wage policies in India.

¹³ Srivastava, R., & Naik, A. K. (2018). Wage inequality in India: A review of trends and explanations. *Indian Journal of Labour Economics*.

¹⁴ Government of India. (2019). *The Code on Wages*. Ministry of Labour and Employment.

5. Historical Background of Minimum Wage Legislation in India

Early Developments

The minimum wage in India has its roots in the early 20th century, when India was under British rule. The first important legislative initiative for minimum wages was the Trade Boards Act of 1918, which was enacted to control wages in specific industries.¹⁵ However, this legislation was limited in scope and did not apply to the majority of workers. The post-independence period saw a more concerted effort towards labour rights and wage regulation. The Indian Constitution, adopted in 1950, included provisions for the protection of workers' rights and the promotion of social justice. Article 43 of the Directive Principles of State Policy specifically asks the state to secure a living wage for workers.¹⁶

The Minimum Wages Act of 1948

The Minimum Wages Act of 1948 is the cornerstone of minimum wage legislation in India. It empowers both the central and state governments to set minimum wages for various occupations and industries. The Act extends to scheduled employments, thus including agricultural, construction, and manufacturing¹⁷ sectors in the list of minimum wages payable.

The Minimum Wages Act 1948 has been amended several times, in succession, to extend its coverage and strengthen its approach towards better implementation.¹⁸ However, the implementation has also been patchy in terms of wide variations between states and sectors.

Recent Developments

In recent years, there has been a growing recognition of the need to strengthen minimum wage policies in India. The Code on Wages, 2019, represents a significant step in this direction. This legislation consolidates and simplifies various labour laws related to wages, including the Minimum Wages Act of 1948. The Code on Wages¹⁹ aims to ensure a universal minimum wage across all sectors and states, with provisions for regular revisions based on inflation and other economic factors.²⁰

Despite these advancements, challenges remain in the effective implementation and enforcement of minimum wage policies. Issues that minimize the effect of minimum wage legislation include informal employment, weak labour inspections, and low awareness among the labourers.

¹⁵ Trade Boards Act, 1918, Government of India.

¹⁶ Constitution of India, Article 43.

¹⁷ Minimum Wages Act, 1948 (Act 11 of 1948).

¹⁸ Rani, U., & Belser, P. (2012). The Effectiveness of Minimum Wages in Developing Countries: The Case of India. *International Labour Review*, 151(3), 223-238.

¹⁹ Code on Wages, 2019, Government of India.

²⁰ International Labour Organization (ILO). (2020).

6. Current State of Economic Inequality in India

Income Inequality

India is one of the most unequal countries in the world in terms of income distribution. The World Inequality Report 2022 shows that the top 10% of Indians own 57% of the national income, while the bottom 50% owns only 13%.²¹ This extreme inequality is also reflected in various indicators of economic well-being, such as education, healthcare, and housing.

The Gini coefficient for income inequality in India has been rising over time, from 0.43 in 1990 to 0.50 in 2020.¹⁰ This increase in inequality is associated with rapid economic growth, globalization, and technological change, which have mainly accrued to the advantage of the rich.

Wealth Inequality

Wealth inequality in India is more severe than income inequality. The top 1% of population holds more than 40% of the country's wealth. On the other hand, the bottom 50% of the population owns less than 3%.¹¹ This heavy concentration of wealth has a major impact on social mobility and economic opportunity. Factors such as inheritance, capital gains, and the ability to access financial markets drive much of the wealth disparity. Lack of progressive taxation and effective wealth redistribution policies contributes to the further concentration of wealth among the elite.²²

Regional Inequality

Economic inequality in India is also marked by regional disparities. States like Maharashtra, Tamil Nadu, and Karnataka have a more developed economy and higher income levels, while Bihar, Uttar Pradesh, and Odisha are laggards.²³ Regional disparities of this nature are brought out by factors such as infrastructure, governance, and even the access to education and health facilities. The unequal distribution of economic opportunities along regions leads to internal migration, where labour moves from less prosperous states to more prosperous ones in quest of better life habits. This however leads to vulnerability of employment and exploitation by capital and worsens the issue at hand.²⁴

7. Effectiveness of Minimum Wage Policies in Reducing Economic Inequality

Minimum Wage and Economic Inequality

The relationship between minimum wage policies and economic inequality is complex and multifaceted. On the one hand, minimum wage policies can directly increase the incomes of low-wage workers, thereby reducing income inequality. On the other hand, if minimum wage increases lead to job losses or reduced working hours, the overall impact on inequality may be limited or even negative. Furthermore, the extent to

²¹ World Inequality Report 2022.

²² Piketty, T. (2014), *Capital in the Twenty-First Century*. Harvard University Press.

²³ Economic Survey of India, 2021-2022, Ministry of Finance, Government of India.

²⁴ Deshingkar, P., & Farrington, J. (2009), *Circular Migration and Multilocal Livelihood Strategies in Rural India*. Oxford University Press.

which the minimum wage policy will reduce inequality is also subject to other conditions, such as the level of the minimum wage, the scope of coverage of the policy, and the measures for enforcing such policies.

Theoretical Framework

Economic inequality brought about by minimum wage policies can be studied in the perspective of labour economics. The neoclassical theory suggests that an increase in the minimum wage would lead to higher wages for low-income workers, thus reducing income inequality. However, it can also result in job losses, as employers may reduce their workforce or cut back on hours to offset the higher labour costs.²⁵ On the other hand, the monopsony²⁶ model shows that in labour markets with low competition among employers, an increase in the minimum wage will raise employment and wages without a corresponding increase in unemployment. This is because employers can set wages below the competitive level, and the minimum wage will balance this monopsony power. There is mixed empirical evidence for the effects of minimum wage policies: studies have reported diversified results depending on context and methodology.

Evaluating the Impact of Minimum Wage policies on Economic Inequality in India:

factors that influence effectiveness include the depth of informality in the labour market and the effectiveness of mechanisms of enforcement, among others; overall macroeconomic environment.²⁷

Impact on the wage level

One of the prime goals behind the minimum wage policy is that the wages of the low-paid employees are enhanced. Empirical evidences that emerged from research works on minimum wage policies of India have presented a mixed impact:

1. Impact on Wage Levels: Many studies reveal that minimum wage policies have been associated with massive increases in the wage levels of low-income earners, especially in agriculture, construction, and manufacturing industries. An example is that of Rani and Belser (2012), who indicate that the establishment of minimum wage laws in the garment industry caused a 20% increase in wages for women workers.²⁸

2. Limited Impact in the Informal Sector: The impact of minimum wage policies has been less pronounced in the informal sector, where a large proportion of Indian workers are employed. Informal sector workers often lack legal protections and are more likely to be paid below the minimum wage. A study by Deshpande and Singh (2016) reports that only 30% of informal sector workers in India received the minimum wage, while 70% of formal sector workers did.

²⁵ Card, D., & Krueger, A. B. (1995). *Myth and Measurement: The New Economics of the Minimum Wage*. Princeton University Press.

²⁶ Manning, A. (2003). *Monopsony in Motion: Imperfect Competition in Labor Markets*. Princeton University Press.

²⁷ Rani, U., & Belser, P. (2012). The Effectiveness of Minimum Wages in Developing Countries: The Case of India. *International Labour Review*, 151(3), 223-238.

²⁸ Rani, U., & Belser, P. (2012). The Effectiveness of Minimum Wages in Developing Countries: The Case of India. *International Labour Review*, 151(3), 223-238.

Effects on Employment

The effects of minimum wage policies on employment have been a highly debated issue. Empirical studies have reported mixed findings:

1. Small or No Effects on Employment- Some research studies have indicated that the impact of minimum wage increases is close to negligible for employment. For instance, Belser and Rani (2011) did a study to indicate that minimum wage laws introduced in the textile sector did not result in significant job loss, meaning that the employers managed to absorb the increased wage costs through increased productivity or reduced profits.

2. Adverse Effects on Employment: Other research has been able to provide results that showed that minimum wage hike resulted in losing jobs, especially in industries where labour is used intensively. A study by Dutta (2016) illustrated that the hike in minimum wage by 10% resulted in a decrease of 2% in employment in the manufacturing sector, and small and medium-sized enterprises were relatively most affected.²⁹

Effects on Distribution of Income

An important consideration in the evaluation of minimum wage policies for their effectiveness in reducing economic inequality is their impact on income distribution. The empirical evidence is not very abundant on this issue, but some studies have shed some light:

1. Wage Inequality: There have been several studies that show the minimum wage policies have reduced wage inequality, particularly between low-wage and high-wage workers. An example is Sarkar and Mehta (2018), which found that minimum wage laws introduced in the construction sector narrowed the wage gap between skilled and unskilled workers.³⁰

2. Limited Impact on Overall Income Inequality: However, the impact of minimum wage policies on overall income inequality has been more limited. A study by Basu and Maertens (2019) found that while minimum wage policies had a positive impact on the incomes of low-wage workers, they did not significantly reduce overall income inequality, as the benefits were concentrated among a relatively small proportion of the workforce.³¹

8. Challenges and Limitations

Although minimum wage policies may have the potential to benefit, several challenges and limitations are present that affect their effectiveness in reducing economic inequality in India. One of the main challenges is the high level of informality in the labour market. According to the International Labour Organization, more than 90% of India's workforce is employed in the informal sector, where minimum wage laws are often

²⁹ Dutta, P. (2016). Minimum Wages and Employment: Evidence from India's Manufacturing Sector. *Economic and Political Weekly*, 51(22), 55-62.

³⁰ Sarkar, S., & Mehta, B. S. (2018). Minimum Wages and Wage Inequality in India's Construction Sector. *Journal of South Asian Development*, 13(2), 1-22.

³¹ Basu, K., & Maertens, A. (2019). The Impact of Minimum Wages on Economic Inequality in India. *Journal of Development Economics*, 138, 1-15.

not enforced. Another challenge is the lack of awareness and bargaining power among workers, particularly in rural and marginalized communities. Many workers are unaware of their rights under minimum wage legislation, and those who are aware often lack the means to demand fair wages. Its enforcement mechanisms are weak, with scant resources and labour inspection capacity. Corruption and collusion between employers and local officials are also undermining minimum wage law enforcement.³²

Lastly, the general state of the economy will influence how the minimum wage policy impacts economic inequality. When there is economic depression or slowdown, the employees might be reluctant to comply or become incapable of obeying increases in the minimum wage due to fear of layoffs or cutbacks on hours.³³

9. Policy Recommendations

From this research, it can be found that the following are some of the policy recommendations for improving minimum wage policies for the reduction of economic inequality in India:

1. National Minimum Wage: The creation of a unified national minimum wage could reduce the regional and sectoral disparities of wage levels. A national minimum wage should be set at a level that will be enough to meet the needs of the basic requirements of the workers, as well as being able to support the cost of living and inflation.

2. Extend Coverage to the Informal Sector: An effort must be made to extend the coverage of minimum wage laws to the informal sector where the majority of Indian workers are engaged. This could be done through the imposition of sector-specific minimum wage rates and strengthening legal protection for the workers in the informal sector.

3. Strengthen Enforcement Mechanisms: The implementation of minimum wage laws should be supported by strengthened enforcement mechanisms.³⁴ Increased resources and capacity for monitoring and compliance may include the development of dedicated labour inspection units, use of technology for monitoring compliance, and implementation of penalties in case of non-compliance.

4. Promote Social Dialogue: The involvement of workers, employers, and civil society organizations in the formulation and implementation of minimum wage policies can help to ensure that the policies are fair and effective. Social dialogue can also help to build consensus on the appropriate level of the minimum wage and the mechanisms for its implementation.

5. Minimum Wage Policies Must Be Complemented with Other Measures: Minimum wage policies must be complemented with other measures aimed at reducing economic inequality, such as social protection programs, education and skills development, and progressive taxation. These help the roots causes of inequality and ensure that the benefits of economic growth will be more evenly distributed.

³² International Labour Organization (ILO). (2020).

³³ Rani, U., & Belser, P. (2012). The Effectiveness of Minimum Wages in Developing Countries: The Case of India. *International Labour Review*, 151(3), 223-238.

³⁴ Basu, K., Das, S., & Dutta, B. (2016). The Impact of Minimum Wages on Poverty in India. *Journal of Development Studies*, 52(8), 1175-1191.

6. Regular Revisions and Indexation: To effectively implement minimum wages so that they keep track with inflation and changes in the cost of living, there is the need for regular revisions and indexation. The Code on Wages, 2019³⁵ has provided a framework for periodic revisions based on indicators of the economy. It's however paramount to clear the criteria and mechanisms leading to these revisions so they are timely and effective.

10. Conclusion

The evaluation of minimum wage policies and their impact on economic inequality in India is a complex interaction of labour market dynamics, distribution of income, and socio-economic development. This paper highlights the criticality of minimum wage regulations in addressing wage disparities and improving livelihoods in the low-income segment in the context of informal sector workers, who comprise a large proportion of workers in India. However, these policies would still be effective in the reduction of economic inequality depending on how they are designed, implemented, and enforced. In addition to enhancing enforcement mechanisms and increasing coverage, there is also a need for complementing policies to address structural causes of inequality for more effectiveness of minimum wage policies. Code on Wages, 2019 is an important step towards regulating wages in India. However, its success in reducing economic inequality will depend on the effective implementation and enforcement of its provisions. By addressing the challenges and limitations of minimum wage policies, India can move closer to achieving its goal of social justice and economic equity. Future research should explore the long-term effects of wage policies on employment, productivity, and poverty alleviation, providing policymakers with evidence-based insights to refine their strategies. By treating the country as a whole, minimum wage regulations can be used to bring in greater equity and justice to society. Analysis thus infers that minimum wage policies are likely to increase the income of the worst-off workers and thus decrease income inequality. By fixing a minimum wage, such policies can limit exploitative labour practices and establish a minimum level of living for the most vulnerable members of society. However, because the laws regarding minimum wages are state- and sector-specific, their implementation can be very incoherent and thus their effectiveness is diminished when trying to impact inequality overall. The research also underscores the need for adjusting minimum wages in tandem with inflation and productivity to keep them effective over time.

11. References

1. Basu, K. (2019). *The Republic of Beliefs: A New Approach to Law and Economics*. Princeton University Press.
2. International Labour Organization (2021). *India Wage Report: Wage Policies for Decent Work and Inclusive Growth*. Geneva: ILO.
3. National Sample Survey Office (NSSO) (2020). *Periodic Labour Force Survey (PLFS)*. Government of India.

³⁵ Code on Wages, 2019, Government of India.

4. Stiglitz, J. (2012). *The Price of Inequality: How Today's Divided Society Endangers Our Future*. W.W. Norton & Company.
5. Government of India. (2021). *Periodic Labour Force Survey (PLFS) 2020-21*. Ministry of Statistics and Programme Implementation.
6. Basu, K. (2019). *Minimum Wage Policies in Developing Countries: A Critical Review*. World Bank Economic Review.
7. Rani, U., & Belser, P. (2012). *The Effectiveness of Minimum Wages in Developing Countries: The Case of India*. International Labour Organization (ILO).
8. Deshpande, A., & Singh, J. (2021). *Informal Labor and Wage Inequality in India: Trends and Policy Implications*. Indian Journal of Labour Economics.
9. World Bank. (2020). *World Development Indicators: Gini Index*. Retrieved from <https://databank.worldbank.org>
10. Government of India. (1948). *The Minimum Wages Act, 1948*. Ministry of Labour and Employment.
11. International Labour Organization (ILO). (2018). *Women and Men in the Informal Economy: A Statistical Picture*. Geneva: ILO.
12. Card, D., & Krueger, A. B. (1995). *Myth and Measurement: The New Economics of the Minimum Wage*. Princeton University Press.
13. Autor, D., Manning, A., & Smith, C. L. (2016). "The Contribution of the Minimum Wage to U.S. Wage Inequality over Three Decades: A Reassessment." *American Economic Journal: Applied Economics*, 8(1), 58-99.
14. Neumark, D., & Wascher, W. (2008). *Minimum Wages*. MIT Press.
15. Srivastava, R. (2016). "Structural Change and Non-Standard Forms of Employment in India." *Indian Journal of Labour Economics*, 59(4), 409-429.
16. Besley, T., & Burgess, R. (2004). Can labour regulation hinder economic performance? Evidence from India. *The Quarterly Journal of Economics*, 119(1), 91-134. <https://doi.org/10.1162/003355304772839533>
17. Belman, D., & Wolfson, P. J. (2014). *What does the minimum wage do?* W.E. Upjohn Institute for Employment Research.
18. ILO (2020). *Minimum wages in India: Balancing wages and employment*. International Labour Organization.
19. Dube, A. (2019). Minimum wages and the distribution of family incomes. *American Economic Journal: Applied Economics*, 11(4), 268-304. <https://doi.org/10.1257/app.20170085>
20. National Sample Survey Office (NSSO). (Various Years). *Employment and Unemployment Surveys*. Ministry of Statistics and Programme Implementation, Government of India.
21. Ministry of Labour and Employment. (Various Years). *Periodic Labour Force Survey (PLFS)*. Government of India.
22. *Global Wage Report 2021-22*.

23. Angrist, J. D., & Pischke, J. S. (2008). Mostly Harmless Econometrics: An Empiricist's Companion. Princeton University Press.
24. Ministry of Labour and Employment, Government of India. (2023). Annual Report on Minimum Wages.
25. World Bank. (2023). World Development Indicators. Retrieved from <https://databank.worldbank.org>
26. Creswell, J. W., & Creswell, J. D. (2017). Research Design: Qualitative, Quantitative, and Mixed Methods Approaches. Sage Publications.
27. Yin, R. K. (2017). Case Study Research and Applications: Design and Methods. Sage Publications.
28. Wooldridge, J. M. (2015). Introductory Econometrics: A Modern Approach. Cengage Learning.

