

India Minimum Wage Reference Sheet (2026)

A quick-reference checklist for US companies hiring employees in India. Use this alongside the detailed Husys guide and always verify the latest official State Government notification before processing payroll.

Key Compliance Checks

- Confirm the employee's work state and wage zone.
- Identify the correct skill category.
- Check the latest State Government minimum wage notification.
- Budget for EPF, ESIC (where applicable), gratuity and statutory costs.
- Review salary structure under the Code on Wages.
- Monitor VDA and state wage revisions.

Employment Cost Components

Component	Include
Statutory Minimum Wage	Yes
Employer EPF	Yes
ESIC (where applicable)	Yes
Gratuity	Yes
Bonus (where applicable)	Yes
Payroll Administration	Yes

Documents to Verify

- Employment contract
- State minimum wage notification
- Payroll setup
- EPF/ESIC registrations (if applicable)
- Professional Tax applicability
- Employee tax/KYC documents

Need help hiring in India? Husys can assist with Employer of Record (EOR), payroll administration and statutory compliance.