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### 233. As per the Code on Wages, 2019, all workers are employees, but not all employees are workers. Do you agree?

Based on the definitions provided in Section 2 of the Code on Wages, 2019, the statement "All workers are employees, but not all employees are workers" is correct. This can be explained by analysing the definitions of "employee" and "worker" in detail. Below is a table summarizing the key differences and reasoning:

| Aspect         | Employee  | Worker  | Analysis   |
|----------------|---|---|--|
| Definition     | Any person employed on wages to do skilled, semi-skilled, unskilled, manual, operational, supervisory, managerial, administrative, technical, or clerical work. | Any person employed in an industry to do manual, unskilled, skilled, technical, operational, clerical, or supervisory work.                 | The definition of "employee" is broader and includes managerial, administrative, and supervisory roles. "Worker" is narrower and excludes managerial/administrative roles and certain supervisory roles. |
| Inclusions     | Includes persons declared as employees by the appropriate Government.   | Includes working journalists, sales promotion employees, and dismissed/retrrenched employees in industrial disputes.                        | "Employee" has a wider scope, including any person employed for wages. "Worker" is limited to specific roles and industries.   |
| Exclusions     | Excludes apprentices under the Apprentices Act, 1961, and members of the Armed Forces.  | Excludes apprentices, Armed Forces personnel, police service, prison employees, managerial/administrative staff, and high-wage supervisors. | "Worker" has more exclusions, particularly managerial/administrative roles and supervisors earning above a specified wage. "Employee" does not exclude these categories.                                 |
| Scope of Work  | Covers all types of work: manual, operational, supervisory, managerial, administrative, technical, or clerical.   | Limited to manual, unskilled, skilled, technical, operational, clerical, or supervisory work (excluding managerial/administrative roles).   | "Employee" encompasses a wider range of roles, including managerial and administrative positions. "Worker" is restricted to non-managerial and non-administrative roles.                                 |
| Wage Threshold | No wage threshold specified.  | Excludes supervisors earning more than ₹15,000 per month (or a notified amount).  | "Worker" excludes high-wage supervisors, while "employee" includes all wage earners regardless of income level.  |

#### Conclusion:

- **All workers are employees:** The definition of "**worker**" falls entirely within the broader definition of "**employee**". Workers perform specific types of work (manual, technical, clerical, etc.) and are always considered employees under the Code on Wages, 2019.
- **Not all employees are workers:** Employees include individuals in managerial, administrative, and high-wage supervisory roles, which are explicitly excluded from the definition of "worker". Therefore, while all workers qualify as employees, the reverse is not true.

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