

GOVT. OF THE PUNJAB  
LABOUR & HR DEPARTMENT

Dated Lahore the 9<sup>th</sup> September, 2023

**NOTIFICATION**

No. 50(D.D)MW/2011 In exercise of the powers conferred under section 6 of the Punjab Minimum Wages Act, 2019 (XXVIII of 2019), Governor of the Punjab, on the recommendation of Minimum Wages Board, is pleased to specify the following minimum rates of wages for unskilled adult & adolescent workers employed in all industrial and commercial establishments of Punjab Province:

- (a) **Rs. 1230.77/- per day** (for eight working hours);  
and
- (b) **Rs. 32,000/- per month** (for 26 working days).

2. The following deductions shall be allowed to the employers for providing housing accommodation and transport facility to the workers employed by them subject to agreement between the employer and the worker:

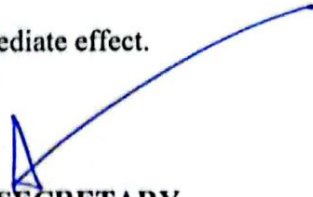
- (a) For providing housing accommodation: Rs. 397/- per month;  
and
- (b) For providing transport facility: Rs. 85/- per month.

3. As per provision of Rule 15 of the West Pakistan Minimum Wages Rules, 1962, for work of equal value, a female worker of the category shall get the same minimum wages as allowed to a male worker of the category for such work.

4. The daily / weekly working hours, condition of overtime work, work on weekly days of rest and paid holidays, etc, in respect of the unskilled adult and adolescent workers of given category shall be regulated by the by the Factories Act, 1934 (Act XXVI of 1934), Payment of Wages Act, 1936 (No. IV of 1936) and other relevant Labour Laws.

5. The minimum rates of wages of other categories of workers (highly skilled, skilled and semi-skilled) employed in any industry shall in no case be less than the minimum rates of wages, now, fixed for unskilled adult and adolescent workers in the Province of Punjab.

6. This notification shall come into force with immediate effect.

  
SECRETARY  
GOVT. OF THE PUNJAB  
LABOUR & HR DEPARTMENT

**GOVT. OF THE PUNJAB  
LABOUR & HR DEPARTMENT**

Dated Lahore the *19/12* September, 2023

**NOTIFICATION**

No. *SO(D-II) MW/2011* In exercise of the powers conferred under section 6 of the Punjab Minimum Wages Act, 2019 (XXVIII of 2019), Governor of the Punjab, on the recommendation of Minimum Wages Board, is pleased to specify the minimum rates of wages as per appendix attached for all categories of workers (Highly Skilled, Skilled & Semi-Skilled) employed in the 102 listed industries & establishments in Punjab Province.

2. The following deductions shall be allowed to the employers for providing housing accommodation and transport facility to the workers employed by them subject to agreement between the employer and the worker:

- |     |   |                      |
|-----|---|----------------------|
| (a) | For providing housing accommodation:<br>and | Rs. 397/- per month; |
| (b) | For providing transport facility:           | Rs. 85/- per month.  |

3. The existing wages where higher than the minimum wages now fixed, shall not be reduced and employers shall not be forced to increase further. The employers shall, however, be free to pay higher wages either unilaterally on their initiative or by collective agreement in view of any special considerations including higher grade of skill or experience or higher cost of living in a particular locality or other reasons.

4. As per provision of Rule 15 of the West Pakistan Minimum Wages Rules, 1962, for work of equal value, a female workers of the category shall get the same minimum wages as allowed to a male worker of the category for such work.

5. The daily/weekly working hours, condition of overtime work, work on weekly days of rest and paid holidays, etc, in respect of the workers of given category shall be regulated by the Factories Act, 1934 (Act XXVI of 1934), Payment of Wages Act, 1936 (No. IV of 1936) and other relevant Labour Laws.

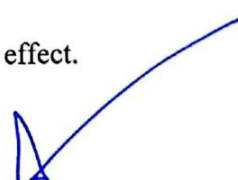
6. The employer shall place the missing job-classification in suitable category of worker or refer it back to Minimum Wages Board for necessary advice.

7. The minimum rates of wages for all categories of workers (Highly Skilled, Skilled & Semi-Skilled) shall apply to the workers employed in the following industries:-

- 1 Aluminum & Other Alloys Manufacturing Molding & Bending Industry,
- 2 Animal Feed & Animal Farms,
- 3 Bakeries & Sweets Manufacturing,
- 4 Battery (Auto & Other) Manufacturing,
- 5 Beverage,
- 6 Body Building Auto Vehicle,
- 7 Brick Kiln,
- 8 Building & Road Construction Industry,
- 9 Carpet,
- 10 Cement,
- 11 Ceramic,
- 12 Chambers & Commission Agents,
- 13 Chemicals and Dyes,
- 14 Cigarettes Mfg,
- 15 Cinema Houses and Film Studios,
- 16 Clock & Optical Manufacturing,
- 17 Contractors & Vendors (All Type),
- 18 Cotton Ginning and Pressing,
- 19 Cotton Textile,
- 20 Custom, Tax Clearing and Insurance Agencies,
- 21 Cutlery and Allied Goods,
- 22 Cycle and Cycle Parts Manufacturing,
- 23 Dairy Products,
- 24 Electric Goods Manufacturing (Including Fans),
- 25 Electronic Equipment & Accessories Industry,
- 26 Embroidery & Stitching Industry,
- 27 Fertilizer Manufacturing & Allied Industry,
- 28 Fishery & Hatchery Industry,
- 29 Flour Milling,
- 30 Foam & Foam Products Industry,
- 31 Food Products,
- 32 Foot Wear,
- 33 Fruit Products,
- 34 Gas & Gas Distributor's and Allied Appliances manufactures,
- 35 Glass,
- 36 Glues, Gel tine & Allied Industry (Bone & Hide etc.),
- 37 Hair Saloon & Beauty Clinics,
- 38 Handy Craft Industry,
- 39 Hardware (Tanks, Containers),
- 40 Heating & Ventilation Industry,
- 41 Hosiery and Knitted Goods,
- 42 Hospitals, Clinics & Labs and waste Management Works,
- 43 Hotels and Restaurants,
- 44 Ice and Cold Storage,
- 45 Industrial Chemicals & Gas filling, Packing, Sales and Allied Industry,
- 46 Interior Decoration & Poshash etc.,
- 47 Iron and Steel (Foundries and Workshops),
- 48 Jute,
- 49 Leather (Including Artificial Leather),
- 50 Marble & Stone Crushing Industry,
- 51 Marriage & Banquette and Community Halls & event management,
- 52 Match Box Mfg.,
- 53 Media (Print & Electronic),
- 54 Metal (Primarily Concerned with Utensils),
- 55 Mining and Quarrying (Other than Coal Mines),
- 56 Motor Road Transport,
- 57 Motorcycle, Scooter, Three Wheel Automobiles & Allied Parts Manufacture,

- 58 Nursery Growers and Allied Services,
- 59 Paint Varnish & Allied Products,
- 60 Paper and Printing,
- 61 Paper Board & Paper Products Industry,
- 62 Perfumes, Cosmetics and Other Toilet Preparations,
- 63 Petroleum Refining,
- 64 Pharmaceutical,
- 65 Pipe Industry (Iron, Steel & Plastic),
- 66 Plastic Products,
- 67 Plastic Recycling & Plastic Raw Material Manufacturing,
- 68 Pottery & Crockery Industry,
- 69 Poultry & Poultry Farms & Animal Medicine,
- 70 Power Generation Plants,
- 71 Radiators & Boilers Manufacturing Industry,
- 72 Ready Made Garments,
- 73 Rice Milling,
- 74 Rubber & Rubber Goods Manufacturing Industry,
- 75 Schools, Academies & Educational Institutions (All Type),
- 76 Security Service Providers and Security Instruments, Installation & Manufacturing,
- 77 Seeds, Pests & Allied Industry,
- 78 Sewing Machines and Parts Mfg.,
- 79 Shops and Commercial Establishments,
- 80 Silk and Rayon,
- 81 Silver, Gold & Artificial Ornaments Manufacturing,
- 82 Small Units Power Looms,
- 83 Soap and Detergent,
- 84 Sports Goods(Including Sports Bags),
- 85 Steel Re-rolling,
- 86 Sugar,
- 87 Surgical Medical and Dental Instruments and Equipments Manufacturing,
- 88 Tanning (Tanneries),
- 89 Tea, Coffee, Kahwa Blending, Packing, Trading & Allied Industry,
- 90 Telecommunication Equipments & Accessories Industry,
- 91 Tent & Sheds Manufacturing,
- 92 Textile Printing, Dyeing and Finishing,
- 93 Thermo Pore & Packing Material Manufacturing,
- 94 Tools & Tools Parts Manufacturing,
- 95 Tractors, Agriculture Implements and Allied Industry,
- 96 Tube well, Turbines Water Pumps Industry,
- 97 Vegetable Ghee and Edible Oils,
- 98 Water purification Plants & Allied items Manufacturing / Assembling Industry,
- 99 Wood and Wood Products (Including Furniture and Fixture),
- 100 Woolen Textile,
- 101 Workshops (All Type),
- 102 Yarn & Thread and Fiber Industry,

8. This notification shall come into force with immediate effect.

  
**SECRETARY**  
**GOVT. OF THE PUNJAB**  
**LABOUR AND HR DEPARTMENT**