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GOVERNMENT OF THE PUNJAB LABOUR & HUMAN RESOURCE DEPARTMENT

Dated: the Lahore, 08th September, 2025

NOTIFICATION

No. SO(L&P) MW/2024. In exercise of the powers conferred under section 6 of the Punjab Minimum Wages Act 2019 (XXVIII) of 2019) and in supersession of Notification No. SO(L&P)MW/2024, dated 05.09.2024, published in the Punjab Gazette (Extraordinary), dated 06.09.2024 at page 721, Governor of the Punjab, on recommendation of the Minimum Wages Board, is pleased to fix the following minimum rates of wages for adult and adolescents workers employed in all industrial and commercial establishments in the Province, with effect from 01.07.2025:

- (a) Rs. 40,000/- per month (for 26 working days)
- (b) Rs. 1,538.46/- per day (for eight working hours)
- (c) Rs. 192.31/- per hour

2. The employer shall be allowed for following deductions in lieu of food, transport facility and accommodation provided to the worker subject to agreement between the employer and worker:

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|----------------------------|-----------------------|
| (a) For food | Rs. 100/- per meal |
| (b) For transport facility | Rs. 1,800/- per month |
| (c) For accommodation | Rs. 2,000/- per month |

3. The existing rates of wages, if higher than the minimum rates of wages as fixed aforesaid, shall not be reduced. However, the employer shall be free to pay higher rates of wages either unilaterally on his own initiative or by mutual agreement in view of any special considerations including higher grade of skill or experience or higher cost of living in a particular locality or any other reasons.

4. For work of equal value, a woman worker shall get the equal rates of wages as allowed to a man worker of the category for such work.

SECRETARY
GOVERNMENT OF THE PUNJAB
LABOUR & HUMAN RESOURCE
DEPARTMENT