



# The Punjab Gazette

PUBLISHED BY AUTHORITY

LAHORE MONDAY JULY 08, 2024

GOVERNMENT OF THE PUNJAB  
MINIMUM WAGES BOARD  
62-D NEW MUSLIM TOWN LAHORE

## NOTIFICATION

Dated 5<sup>th</sup> July, 2024

No. MWB/58(VI)/2024: The following draft recommendations which the Minimum Wages Board proposes to review under section 7 already fixed under Section 4 of the Punjab Minimum Wages Act, 2019 in respect of unskilled adult and adolescent workers employed in industrial and commercial establishments in the Punjab Province are hereby published as required under rule 14 (1) of the Minimum Wages Rules, 1962 for information of persons likely to be affected by it. Notice is hereby given that the proposed rates together with objections and suggestions with respect thereto, may be received to the Secretary, Minimum Wages Board Punjab, Lahore, within a period of thirty days from the date of publication of this notification in the official Gazette, which shall be taken into consideration by the said Board under Rule 14 (2) of Rules ibid. Any objection or suggestion received after the expiry of the prescribed period shall not be considered /entertained:-

### DRAFT RECOMMENDATIONS REGARDING FIXATION OF MINIMUM RATES OF WAGES OF UNSKILLED ADULT & ADOLESCENT WORKERS EMPLOYED IN INDUSTRIAL AND COMMERCIAL ESTABLISHMENTS IN THE PUNJAB PROVINCE.

- I. These recommendations shall apply to all industrial undertakings of any sort located in the Punjab Province under Section 4 of Punjab Minimum Wages Act 2019. The minimum rates of wages being proposed for unskilled adult & adolescent workers shall be applicable uniformly throughout the Province.
- II. These recommendations shall be applicable as per provisions of the Punjab Minimum Wages Act, 2019 & the Rules and shall come into force w.e.f. 01.07.2024 after their approval and notification by Government of the Punjab under section 6 of the said Act.
- III. As per provisions of Rule 15 of the Rules ibid, 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.
- IV. The daily / weekly working hours and conditions of overtime work and work on weekly days of rest and on paid holidays, etc. in respect of the unskilled adult & adolescent workers of the given category shall be regulated by the Factories Act, 1934 (XXV of 1934), Payment of Wages Act, 1936 (IV of 1936) and other relevant Labour Laws.
- V. The minimum rates of wages of other categories of workers (skilled and semi-skilled) employed in any industry shall in no case be less than the minimum rate of wages, now, proposed for unskilled adult & adolescent workers in the Punjab Province.
- VI. The following deductions shall be allowed to the employers for providing housing accommodation and transport to the workers employed by them:-
 

a)	For providing housing accommodation	@Rs. 459.03/- per month
b)	For providing transport	@Rs. 98.28/- per month

VII. The schedule of proposed minimum rate of wages is appended below:-

**SCHEDULE**

Sr. No.	Category of Workers	Proposed minimum rates of wages	
		Per day (for 8 working hours)	Per month (for 26 working days)
1.	Unskilled Adult & Adolescent Workers employed in all industrial & commercial establishments of Punjab Province	Rs. 1423.07/-	Rs. 37,000/-

BY ORDER OF THE MINIMUM WAGES BOARD, PUNJAB

*M. Shahid*  
05/07/2024

(MUIHAMMAD SHAHID)

Secretary

Minimum Wages Board, Punjab.





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62-D, NEW MUSLIM TOWN, LAHORE

## NOTIFICATION

Dated 5<sup>th</sup> July, 2024

No.MWB/58(VI)/2024: The following draft recommendations which the Minimum Wages Board, Punjab, proposes to make in respect of all categories of workers (skilled, semi-skilled and highly skilled) employed in 102 different industries & establishments in the Punjab Province, as per details given below in pursuance of the Punjab Minimum Wages Act, 2019, are hereby published in the official Gazette as required under Rule 14(1) of the Minimum Wages Rules, 1962 for information of the persons likely to be affected them. Notice is also hereby given for calling the necessary objections/suggestions with respect to draft recommendations to be received to the Secretary, Minimum Wages Board, Punjab, Lahore within a period of 30 days from the date of publication of this notification in the official Gazette, which shall be taken into consideration by the said Board under Rule 14 (2) of Rules ibid. Any objection or suggestion received after the expiry of the prescribed period shall not be considered /entertained.

### DRAFT RECOMMENDATIONS REGARDING FIXATION OF MINIMUM RATES OF WAGES OF ALL CATEGORIES OF WORKERS (SKILLED/SEMI-SKILLED AND HIGHLY SKILLED) IN 102 DIFFERENT INDUSTRIES & ESTABLISHMENTS IN THE PUNJAB PROVINCE

Minimum Wages Board has recommended to increase the minimum rates of wages in respect of all categories of workers (semi-skilled, skilled and highly skilled) of 102 different industries & establishments of Punjab province as specified in the Labour and Human Resource Department's Notification No. SO(D-II)MW/2011 dated 2<sup>nd</sup> November, 2023 published in the official Gazette dated 3<sup>rd</sup> November, 2023 by 15.625% w.e.f. 01.07.2024.

BY THE ORDER OF THE MINIMUM WAGES BOARD, PUNJAB

*T. Shahid.*  
05-07-2024

(MUHAMMAD SHAHID)

Secretary

Minimum Wages Board, Punjab.





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GOVERNMENT OF THE PUNJAB  
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62-D NEW MUSLIM TOWN LAHORE

## NOTIFICATION

Dated 5<sup>th</sup> July, 2024

No. MWB/58(VI)/2024: The following draft recommendations which the Minimum Wages Board proposes to review under section 16 of the Punjab Domestic Workers Act, 2019 in respect of domestic workers employed in all households in the Punjab Province are hereby published as required under rule 14 (1) of the Minimum Wages Rules, 1962 for information of persons likely to be affected by it. Notice is hereby given that the proposed rates together with objections and suggestions with respect thereto, may be received to the Secretary, Minimum Wages Board Punjab, Lahore, within a period of thirty days from the date of publication of this notification in the official Gazette, which shall be taken into consideration by the said Board under Rule 14 (2) of Rules ibid. Any objection or suggestion received after the expiry of the prescribed period will not be considered /entertained: -

### DRAFT RECOMMENDATIONS REGARDING FIXATION OF MINIMUM RATES OF WAGES OF DOMESTIC WORKERS EMPLOYED IN ALL HOUSEHOLDS IN THE PUNJAB PROVINCE.

- I. These recommendations shall apply to all households located in the Punjab Province under Section 16 of Punjab Domestic Workers Act 2019. The minimum rates of wages being proposed for domestic workers shall be applicable uniformly throughout the Province.
- II. These recommendations shall be applicable as per provisions of the Punjab Domestic Workers Act, 2019 and shall come into force w.e.f. 01.07.2024 after their approval and notification by Government of the Punjab under section 17 of the said Act.
- III. As per provisions of Rule 15 of the Rules ibid, 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.
- IV. The daily / weekly working hours and conditions of overtime work and work on weekly days of rest and on paid holidays, etc. in respect of the domestic workers of the given category shall be regulated by the Punjab Domestic Workers Act, 2019 and other relevant Labour Laws.
- V. The following deductions shall be allowed to the employers for providing housing accommodation and transport to the workers employed by them:-
  - a) For providing housing accommodation @Rs. 459.03/- per month
  - b) For providing transport @Rs. 98.28/- per month
- VI. The schedule of proposed minimum rate of wages is appended below:-

### SCHEDULE

Sr. No.	Category of Workers	Proposed minimum rates of wages		
		Per Hour	Per day (for 8 working hours)	Per month (for 26 working days)
1.	Domestic Workers employed in all household of Punjab Province.	Rs.177.88	Rs. 1423.07/-	Rs. 37,000/-

BY ORDER OF THE MINIMUM WAGES BOARD, PUNJAB

(MUHAMMAD SHAHID)

Secretary

Minimum Wages Board, Punjab.

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( 101 )