

STATE - WISE AND EMPLOYMENT - WISE MINIMUM WAGES

21 PUNJAB

(Rs. Per Day)

Sl. No.	Scheduled Employment	Category of Workers	Minimum Wages
1	2	3	4
1	Agriculture	Unskilled (Without meal)	133.11
		(With meal)	117.59
2	Agriculture Implements, Machine Tools and General Engineering including Cycle and Electrical Goods Industry.	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
3	Ahatas attached to wine and liquor shops or Ahatas attached to Beverages shops except soft drinks and carbonated Water.	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
4	Automobile Repair shops and service stations(not attached with any public Motor Transport Company)	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
5	Ayurvedic and Unani pharmacies	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
6.	Bakeries including Biscuit making establishments	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15

Sl. No.	Scheduled Employment	Category of Workers	Minimum Wages
1	2	3	4
7	Brick-Kiln Industry	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
8	Cement Pipe making industries	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
9	Chemical and Distillery Industry	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
10	Cinema Industry	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
11	Construction and maintenance of roads or building operation	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
12	Contractors Establishments of the Forest Deptt.	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15

Sl. No.	Scheduled Employment	Category of Workers	Minimum Wages
1	2	3	4
13	Cotton Ginning and Pressing Factories	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
14	Electroplating by using salts of Chromium, Nickel or any other compound and the connected Buffing and Polishing Industry.	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
15	(a) Ferrous Metal Rolling and Re-Rolling Industry	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
	(b) (i) Non-Ferrous Metal re-Rolling Industries.	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
	(c) (ii) Brass,Copper, Aluminium Utensils making Industries	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
16	Forestry and logging	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15

Sl. No.	Scheduled Employment	Category of Workers	Minimum Wages
1	2	3	4
17	Foundries with or without attached Machine shops	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
18	Hair Dressing such as those done by Barbers, Hair Dressing Saloons, Beauty Shops.	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
19	Hotels , Restaurants ,Tea stalls and Halwais	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
20	Ice factories and cold storages.	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
21	Laundries services and cleaning and Dyeing Plants.	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
22	Local Authority.	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15

Sl. No.	Scheduled Employment	Category of Workers	Minimum Wages
1	2	3	4
23	Manufacturing of pulp paper and paper Boards and straw Boards including news prints	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
24	Manufacture and refining of sugar (vacuum pan sugar Factories).	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
25	Milk processing and Milk products Manufacturing establishments excluding Halwais shops.	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
26	Motor Body Builders	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
27	Oil Mills	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
28	Operation of Tube Wells Industry	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15

Sl. No.	Scheduled Employment	Category of Workers	Minimum Wages
1	2	3	4
29	Petroleum supply station establishments	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
30	Potteries, Ceramics and Refractory Industry	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
31	Private Education Institution	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
32	Private Hospital, Clinics, Dispensaries, Nursing Homes and Medical Shops.	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
33	Private Presses	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
34	Public Motor Transport Industry	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15

Sl. No.	Scheduled Employment	Category of Workers	Minimum Wages
1	2	3	4
35	P.W.D.(Irrigation Branch)	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
36	P.W.D.(Public Health)	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
37	Rice Mills, Flour Mills and Dal Mills	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
38	Rubber Industry	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
39	Saw Mill and Timber Trade	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
40	Scientific Industry	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15

Sl. No.	Scheduled Employment	Category of Workers	Minimum Wages
1	2	3	4
41	Shops & Commercial Establishments	Unskilled	127.03
	(a) Grocers, Karyana and Grain Dealers	Semi-skilled Lower	134.15
	(b) General Merchants,	Semi-skilled Upper	140.31
	(c) Cloth Merchants	Skilled Lower	143.99
	(d) Commission Agents and Bankers.	Skilled Upper	155.03
	(e) Furniture dealer Manufacturers	Highly skilled Lower	164.87
		Highly skilled Upper	172.15
42	Soap making and silicate Manufacturing establishments	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
43	Sports Goods Industry	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
44	Stone Breaking and Stone Crushing	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
45	Starch Manufacturing	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
46	Surgical and clinical Instruments Making Industries	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15

Sl. No.	Scheduled Employment	Category of Workers	Minimum Wages
1	2	3	4
47	Tailors and Readymade Garments Manufacturer	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
48	Tanneries and Leathers Manufactures	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
49	Textiles Industries (including employment in woolen Carpet making or Shawl Weaving establishments).	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
50	Dealers in Footwear and Travel Goods like Suitcases, Bags, etc.	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
51	Dealers in Book Sellers, Stationers and Book Binders	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
52	Dealers in Tent, Crockery and House hold Goods	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15

Sl. No.	Scheduled Employment	Category of Workers	Minimum Wages
1	2	3	4
53	Dealer dealing in Steel Trunks, Drums, steel Safes, Vaults and Almirahs, Sanitary and Plumbing fixtures and fitting of metals.	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
54	Dealers in Medicals and Chemicals.	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
55	Dealers in Photographic and optical Goods.	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
56	Dealers in Electricals and Electrical Goods including Radio, T.V. Gramophones, public Address Equipments and Watch, clock and Watch, clock and Repair Shops.	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
57	Section 2 (K) of the Factories Act, 1948.	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
58	Section 2(i) (Viii) of the Punjab Shops and Commercial Establishments Act, 1958.	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15

Sl. No.	Scheduled Employment	Category of Workers	Minimum Wages
1	2	3	4
59	Utensil shops	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15
60	Vegetable Ghee Manufacturing and vegetable oil Refining establishments	Unskilled	127.03
		Semi-skilled Lower	134.15
		Semi-skilled Upper	140.31
		Skilled Lower	143.99
		Skilled Upper	155.03
		Highly skilled Lower	164.87
		Highly skilled Upper	172.15