

STATE - WISE AND EMPLOYMENT - WISE MINIMUM WAGES

21 PUNJAB

(Rs. Per Day)

Sl. No.	Scheduled Employment	Category of Workers	Minimum Wages
1	2	3	
1	Agriculture	Unskilled (Without meal)	148.06
		(With meal)	132.54
2	Agriculture Implements, Machine Tools and General Engineering including Cycle and Electrical Goods Industry.	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
3	Ahatas attached to wine and liquor shops or Ahatas attached to Beverages shops except soft drinks and carbonated Water.	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
4	Automobile Repair shops and service stations(not attached with any public Motor Transport Company)	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
5	Ayurvedic and Unani pharmacies	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
6.	Bakeries including Biscuit making establishments	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82

		Highly skilled Upper	187.10
7	Brick-Kiln Industry	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
8	Cement Pipe making industries	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
9	Chemical and Distillery Industry	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
10	Cinema Industry	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
11	Construction and maintenance of roads or building operation	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
12	Contractors Establishments of the Forest Deptt.	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
13	Cotton Ginning and Pressing Factories	Unskilled	141.98

		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
14	Electroplating by using salts of Chromium, Nickel or any other compound and the connected Buffing and Polishing Industry.	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
15	(a) Ferrous Metal Rolling and Re-Rolling Industry	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
	(b) (i) Non-Ferrous Metal re-Rolling Industries.	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
	(c) (ii) Brass, Copper, Aluminium Utensils making Industries	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
16	Forestry and logging	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
17	Foundries with or without attached Machine shops	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26

		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
18	Hair Dressing such as those done by Barbers, Hair Dressing Saloons, Beauty Shops.	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
19	Hotels , Restaurants ,Tea stalls and Halwais	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
20	Ice factories and cold storages.	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
21	Laundries services and cleaning and Dyeing Plants.	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
22	Local Authority.	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
23	Manufacturing of pulp paper and paper Boards and straw Boards including news prints	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98

		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
24	Manufacture and refining of sugar (vacuum pan sugar Factories).	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
25	Milk processing and Milk products Manufacturing establishments excluding Halwais shops.	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
26	Motor Body Builders	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
27	Oil Mills	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
28	Operation of Tube Wells Industry	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
29	Petroleum supply station establishments	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10

30	Potteries, Ceramics and Refractory Industry	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
31	Private Education Institution	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
32	Private Hospital, Clinics, Dispensaries, Nursing Homes and Medical Shops.	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
33	Private Presses	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
34	Public Motor Transport Industry	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
35	P.W.D.(Irrigation Branch)	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
36	P.W.D.(Public Health)	Unskilled	141.98
		Semi-skilled Lower	149.10

		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
37	Rice Mills, Flour Mills and Dal Mills	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
38	Rubber Industry	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
39	Saw Mill and Timber Trade	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
40	Scientific Industry	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
41	Shops & Commercial Establishments	Unskilled	141.98
	(a) Grocers, Karyana and Grain Dealers	Semi-skilled Lower	149.10
	(b) General Merchants,	Semi-skilled Upper	155.26
	(c) Cloth Merchants	Skilled Lower	158.94
	(d) Commission Agents and Bankers.	Skilled Upper	169.98
	(e) Furniture dealer Manufacturers	Highly skilled Lower	179.82
		Highly skilled Upper	187.10
42	Soap making and silicate Manufacturing establishments	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94

		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
43	Sports Goods Industry	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
44	Stone Breaking and Stone Crushing	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
45	Starch Manufacturing	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
46	Surgical and clinical Instruments Making Industries	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
47	Tailors and Readymade Garments Manufacturer	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
48	Tanneries and Leathers Manufactures	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82

		Highly skilled Upper	187.10
49	Textiles Industries (including employment in woolen Carpet making or Shawl Weaving establishments).	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
50	Dealers in Footwear and Travel Goods like Suitcases, Bags, etc.	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
51	Dealers in Book Sellers, Stationers and Book Binders	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
52	Dealers in Tent, Crockery and House hold Goods	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
53	Dealer dealing in Steel Trunks, Drums, steel Safes, Vaults and Almirahs, Sanitary and Plumbing fixtures and fitting of metals.	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
54	Dealers in Medicals and Chemicals.	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
55	Dealers in Photographic and optical Goods.	Unskilled	141.98

		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
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	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
57	Section 2 (K) of the Factories Act,1948.	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
58	Section 2(i) (Viii) of the Punjab Shops and Commercial Establishments Act,1958.	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
59	Utensil shops	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
60	Vegetable Ghee Manufacturing and vegetable oil Refining establishments	Unskilled	141.98
		Semi-skilled Lower	149.10
		Semi-skilled Upper	155.26
		Skilled Lower	158.94
		Skilled Upper	169.98
		Highly skilled Lower	179.82
		Highly skilled Upper	187.10
	Driver Bus Truck in all employment		187.10

