



The Punjab Gazette

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LAHORE WEDNESDAY JUNE 25, 2025

TO BE PUBLISHED IN THE PUNJAB GAZETTE (EXTRAORDINARY ISSUE)

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

NOTIFICATION

Dated 20th June, 2025

No. MWB/58(VI)/2025: 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 & commercial establishments 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. 01.07.2025 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/transgender worker of the category shall get the same minimum wages as allowed to a male worker of the category for such work.
- IV. 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 rate of wages, now, proposed for unskilled adult & adolescent workers in the Punjab Province.
- V. The employers shall revise, where necessary, the rate of remuneration for piece-rated workers so as to ensure that workers in such piece-rated occupations are enabled by working eight (08) hours a day and twenty six (26) days in each month, as the case may be, to receive wages not less than the minimum rates of wages mentioned as per schedule below.

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. 535.13/- per month
b) For providing transport @Rs. 106.24/- 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. 1538.46/-	Rs. 40,000/-

BY ORDER OF THE MINIMUM WAGES BOARD, PUNJAB

(ZAHID MEHMOOD)

Secretary
Minimum Wages Board, Punjab.



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

NOTIFICATION

Dated 20th June, 2025

No. MWB/58(VI)/2025: 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. 01.07.2025 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/transgender worker of the category shall get the same minimum wages as allowed to a male worker of the category for such work.
- IV. 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. 535.13/- per month
 - b) For providing transport @Rs. 106.24/- per month
- V. 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)
I.	Domestic Workers employed in all household of Punjab Province.	Rs.192.31	Rs. 1538.46/-	Rs. 40,000/-

BY ORDER OF THE MINIMUM WAGES BOARD, PUNJAB

(ZAHID MEHMOOD)

Secretary

Minimum Wages Board, Punjab.

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