EXTRA ORDINARY ISSUE REGISTERED No. L-7532

The Punjab Gazette

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**LAHORE TUESDAY AUGUST 07, 2015**

**GOVERNMENT OF THE PUNJAB**

 **LABOUR & HR DEPARTMENT**

Dated Lahore the 6th August, 2015

**NOTIFICATION**

No.SO(D-II)MW/2011(P-II). In exercise of the powers conferred under section 6 of the Minimum Wages Ordinance 1961 (XXXIX of 1961), Governor of the Punjab, on the recommendation of the Minimum Wages Board, is pleased to specify the minimum rates of wages for adult unskilled and juvenile workers employed in any industry:

(a) Rs. 500/- per day (for eight working hours); and

(b) Rs. 13,000/- per month (for twenty six working days)

2. The following deduction shall be allowed from the wages of workers for providing housing accommodation and transport subject to agreement between the employer and workers:

(a) for providing housing accommodation: Rs. 162/-per month;

and

(b) for providing transport facility Rs. 33/-per month.

3. An adult female worker shall get the same minimum wage as a male worker for work of equal value (Rule 15 of the West Pakistan Minimum Wage Rules, 1962).

4. The daily or weekly working hours, condition of overtime work, work on weekly days of rest, paid holidays, etc, shall be regulated by the Factories Act, 1934 (Act XXVI of 1934), the Payment of Wages Act, 1936 (IV of 1936) and other relevant Labour laws.

4. This notification shall come into force with effect from 01st July, 2015.

**SECRETARY**

Government of the Punjab

Labour & Human Resource Department

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**NOTIFICATION**

No.SO(D-II)MW/2011(P-II). In exercise of the powers conferred under section 6 of the Minimum Wages Ordinance 1961 (XXXIX of 1961), Governor of the Punjab, on the recommendation of the Minimum Wages Board, is pleased to specify the following minimum rates of wages as per appendix attached for skilled and semi-skilled workers employed in the listed 102 industries.

2. The following reduction shall be allowed from the wages of workers for providing housing accommodation and transport subject to agreement between the employer and workers:

(a) for providing housing accommodation: Rs. 162/-per month;

and

(b) for providing transport facility Rs. 33/-per month.

3. The existing wages were higher than the minimum wages now fixed, shall not be reduced. The employers shall, however, be free to pay higher wages either unilaterally on their initiative or by collective agreement in view of any special considerations including higher grade of skill or experience or higher cost of living in a particular locality or other reasons.

4. An adult female worker shall get the same minimum wages as a male worker for work of equal value (Rule 15 of the West Pakistan Minimum Wages Rules, 1962).

5. The daily/weekly working hours, condition of overtime work, work on weekly days of rest and paid holidays, etc, shall be regulated by the Factories Act, 1934 (Act XXVI of 1934), Payment of Wages Act, 1936 (No. IV of 1936) and other relevant Labour laws.

6. The minimum rates of wages for skilled and semi-skilled workers shall apply to the workers employed in the following industries:-

1. Aluminum & Other Alloys Manufacturing Molding & Bending Industry,
2. Animal Feed & Animal Farms,
3. Bakeries & Sweets Manufacturing,
4. Battery (Auto & Other) Manufacturing,
5. Beverage,
6. Body Building Auto Vehicles,
7. Brick Kiln,
8. Building & Road Construction Industry,
9. Carpet,
10. Cement,
11. Ceramics,
12. Chambers & Commission Agents,
13. Chemicals and Dyes,
14. Cigarettes Mfg,
15. Cinema Houses and Film Studios,
16. Clock & Optical Manufacturing,
17. Contractors & Vendors (All Type),
18. Cotton Ginning and Pressing,
19. Cotton Textile,
20. Custom, Tax Clearing & Insurance Agencies,
21. Cutlery and Allied Goods,
22. Cycle and Cycle Parts Manufacturing,
23. Dairy Products,
24. Electric Goods Manufacturing (including Fans),
25. Electronic Equipments & Accessories Industry,
26. Embroidery & Stitching Industry,
27. Fertilizer Manufacturing & Allied Industry,
28. Fishery & Hatchery Industry,
29. Flour Milling,
30. Foam & Foam Products Industry,
31. Food Products,
32. Foot Wear,
33. Fruit Products,
34. Gas & Gas Distributor's & Allied Appliances manufactures,
35. Glass,
36. Glues, Gelatin & Allied Industry (Bone & Hide etc)
37. Hair Saloon & Beauty Clinics,
38. Handy Craft Industry,
39. Hardware (Tanks, Containers)
40. Heating & Ventilation Industry,
41. Hosiery and Knitted Goods,
42. Hospitals, Clinics & Labs and Waste Management Works,
43. Hotels and Restaurants,
44. Ice and Cold Storage,
45. Industrial Chemicals & Gas Filling, Packing, Sales and Allied Industry,
46. Interior Decoration & Poshash etc.,
47. Iron and Steel (Foundries and Workshop),
48. Jute,
49. Leather (Including Artificial Leather),
50. Marble & Stone Crushing Industry,
51. Marriage & Banquette and Community Halls & Event Management,
52. Match Box Mfg,
53. Media (Print & Electronics),
54. Metal (Primary concerned with utensils),
55. Mining and Quarrying (Other than Coal Mines),
56. Motor Road Transport,
57. Motorcycle, Scooter, Three Wheel Automobiles & Allied Parts Manufacture,
58. Nursery Growers and Allied Services,
59. Paint Varnish & Allied Products,
60. Paper and Printing,
61. Paper Board & Paper Products Industry,
62. Perfumes, Cosmetics and Other Toilet Preparations,
63. Petroleum Refining,
64. Pharmaceuticals,
65. Pipe Industry (Iron, Steel & Plastic),
66. Plastic Products,
67. Plastic Recycling & Plastic Raw Material Manufacturing,
68. Pottery & Crockery Industry,
69. Poultry & Poultry farms & Animal Medicine,
70. Power Generation Plants,
71. Radiators and Boilers Manufacturing Industry,
72. Ready Made Garments,
73. Rice Milling,
74. Rubber & Rubber Goods Manufacturing Industry,
75. Schools, Academies & Educational Institutions (All Type)
76. Security Service Providers and Security Instruments, Installation & Manufacturing,
77. Seeds, Pests & Allied Industry,
78. Sewing Machines and Parts Mfg.,
79. Shops & Commercial Establishments,
80. Silk and Rayon,
81. Silver, Gold & Artificial Ornaments Manufacturing,
82. Small Units Power Looms,
83. Soap and Detergents,
84. Sports Goods,
85. Steel Re-rolling,
86. Sugar,
87. Surgical, Medical and Dental Instruments and Equipments Manufacturing,
88. Tanning (Tanneries)
89. Tea, Coffee, Kahwa Blending, Packing, Trading & Allied Industry,
90. Telecommunication Equipments & Accessories Industry,
91. Tents & Sheds Manufacturing,
92. Textile Printing, Dyeing and Finishing,
93. Thermo Pore & Packing Material Manufacturing,
94. Tools & Tools Parts Manufacturing,
95. Tractors, Agriculture Implements and Allied Industry,
96. Tube Well, Turbines Water Pumps Industry
97. Vegetable Ghee and Edible Oils,
98. Water Purification Plants & Allied Items Manufacturing / Assembling Industry,
99. Wood and Wood Products (Including Furniture and Fixture),
100. Woolen Textile,
101. Workshops (All Type)
102. Yarn & Thread and Fiber Industry.

 This notification shall come into force with effect from 01st July, 2015.

**SECRETARY**

**GOVT. OF THE PUNJAB**

**LABOUR & HR DEPARTMENT**