

Model Welfare Centre, Labour Bhawan, Phase-10, S.A.S. Nagar
(Statistical Branch)

No.ST/ 24113

Dated: 24/12/2025

ADJUSTMENT OF MINIMUM WAGE RATES W.E.F. 01.09.2025 IN THE STATE OF PUNJAB.

The Minimum rates of wages for Un-skilled workers and for other categories of workers in respect of Scheduled Employments vide notification No.S.O.22/C.A.11/1948/Ss.3 and 5/2015 dated 26.05.2015 have been linked with Consumer Price Index Numbers (Centre Series 2001=100) compiled by Labour Bureau, Govt. of India. In view of the above mentioned circular, minimum rates of wages have been fixed with average C.P.I base index ending August, 2013. The average C.P.I. number for six months ending August, 2013 (Base Index) is 227. Now, A New Series of Consumer Price Index for Industrial Workers (CPI-IW) (Base 2016=100) has been adopted by the Labour Bureau vide letter No. 114/1/2013-CPI dated 3.11.2020.

After linking the New Series of CPI (IW) (Base 2016=100) to the old series of CPI (IW) (Base 2001=100) the average C.P.I number for six months from March, 2025 to August, 2025 is 426.06. Thus, the minimum rates of wages for Un-skilled workers are Rs. 11726.40 w.e.f 01.09.2025. The details of adjusted minimum rates of wages in these Scheduled Employments are given in following tables:-

TABLE No. 1

Sr. No.	Categories	W.E.F. 1.9.2013 Monthly/ Daily/ Per Hour/ (In Rs.)	W.E.F. 1.3.2025 Monthly/Daily/ Per Hour/(In Rs.)	W.E.F. 1.9.2025 Monthly/Daily/ Per Hour/(In Rs.)
1	Un-skilled	6247.75 240.64 30.08	11389.64 438.06 54.75	11726.40 451.01 56.37
2	Semi-skilled	7027.75 270.64 33.88	12169.64 468.06 58.50	12506.40 481.01 60.12
3	Skilled	7924.75 305.14 38.18	13066.64 502.56 62.82	13403.40 515.51 64.43
4	Highly –skilled	8956.75 344.84 43.18	14098.64 542.25 67.78	14435.40 555.20 69.40

TABLE No. II

Minimum Wages of staff Categories from A to D as mentioned in the table below shall be applicable only to Scheduled Employments under the Government of Punjab, the Local Authority and the Boards, Corporations or any Agency (By whatever name it is called) under the control of the Govt. of Punjab in respect of the Staff Employed through outsourcing or employed casually or on daily wages.

Sr. No.	Categories	W.E.F. 1.9.2013 Monthly/Daily/ Per Hour/(In Rs.)	W.E.F. 1.3.2025 Monthly/Daily/ Per Hour/(In Rs.)	W.E.F. 1.9.2025 Monthly/Daily/ Per Hour/(In Rs.)
1	Staff Category-A	11417.75 439.54 54.98	16559.64 636.90 79.61	16896.40 649.86 81.23
2	Staff Category-B	9747.75 375.34 46.98	14889.64 572.67 71.58	15226.40 585.63 73.20
3	Staff Category-C	8247.75 317.63 39.78	13389.64 514.98 64.37	13726.40 527.93 65.99
4	Staff Category-D	7047.75 271.44 33.98	12189.64 468.83 58.60	12526.40 481.78 60.22

TABLE No. III

Minimum rates of wages of attached labour in Agriculture (Un-skilled workers)
(Consolidated per annum with meals or food grains equivalent thereof).

(As per the notification dated 15.11.2012)

Sr. No	w.e.f.	Yearly (In Rs.)
1	01.09.2013	46232.30
2	01.03.2025	77086.64
3	01.09.2025	79107.20

TABLE No. IV
Other Agriculture labour Daily (In Rs.)

Sr. No.	w.e.f.	With meals (In Rs.)	Without meals (In Rs.)
1	01.09.2013	225.44	250.64
2	01.03.2025	410.97	456.91
3	01.09.2025	423.12	470.42

TABLE No. V

BRICK KILN (PIECE RATE) PER 1000 BRICKS /TILES (In Rs.)

Sr.No.		01.09.2013	01.03.2025	01.09.2025
1	Pathera with Jamadari commission	515.02	938.88	966.64
	Bticks	573.12	1044.79	1075.68
	Tiles	484.92	884.00	910.14
2	Pathera without Jamadari commission			
	Bticks	545.72	994.84	1024.26
	Tiles	191.36	348.84	359.16
3	Bharaiwala Donkeys/ Khacher, loader, Rehri jhota, Thela, etc, Animal driven.)			
	Tempo. Truck (Mechanical Driven)	166.46	303.45	312.42
	Truck Trolly loading Unloading (Pacca Bricks)	142.06	258.97	266.63
	Chennai Wala	38.46	70.11	72.18
	Keri Wala	32.36	58.99	60.73
5				
6	Nikasiwala	122.69	223.66	230.27
7	Mistri	95.39	173.89	179.03

Note:- Increase in Minimum rates of wages payable to different categories of workers be done on the pattern of wages of Un-skilled workers.

Additional Labour Commissioner
For Labour Commissioner, Punjab.