

1. THE MINIMUM WAGES ACT, 1948
THE 18TH JULY, 1952

No. 5100-L.P. 52/3625—In exercise of the powers conferred by sub-section (1) of section 20 of the Minimum Wages Act, 1948 (Act XI of 1948). The Government of Punjab is pleased to appoint every Tehsildar and Naib-Tehsildar of the Revenue Department in the State of Punjab as an Authority to hear and decide claims arising out of payment of less than the minimum rates of wages to employees employed or paid in respect of their employment as agricultural labourers within the limits of their respective jurisdiction.

MANGAT RAI.
Secretary to Government, Punjab,
Health and Local Government Departments.

2. THE MINIMUM WAGES ACT, 1948
NOTIFICATION
THE 20TH MARCH, 1996

No. S.O. 4/C.A. 11/48/S. 20/96.—In supersession of Government of Punjab Departments of Labour and Employment, Notification No. S. O. 32/G.C. 11/48/S. 20/91, dated the 4th July, 1991 and in exercise of the powers conferred by sub-section (1) of section 20 the Minimum Wages Act, 1948 (Central Act No. XI of 1948), and all other powers enabling him in this behalf the Governor of Punjab is pleased to appoint the Commissioners for Workman's Compensation Act, 1923 notified. vide Governments of Punjab, Departments of Labour and Employments, Notification No. S. O. 111/M.C.A. 8/23/S. 20/93, dated the 5th November, 1993 to be the authorities to hear and decide within the areas of their respective jurisdiction all claims arising out of payment of less than the Minimum rates of wages or in respect of payment of remuneration for days of rest or work done on such days under clause (b) or clause (c) of sub-section (1) of section 13 or of wages at the over-time rate under section 14 to employees employed or paid in that area.

K. S. JANJUA
Principal Secretary to Government of Punjab
Department of Labour and Employment.

3. THE MINIMUM WAGES ACT, 1948
THE 13TH JUNE, 1963

No. GSR-CS/II/48/22-F/63—In exercise of the powers conferred by sub-section (1) of section 22-F of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Governor of Punjab is pleased to direct that the provisions of the Payment of Wages Act, 1936 (Central Act 4 of 1936 specified in column (1) of the Schedule 1 below shall apply to claims arising out of deductions from or delay in payment of the wages payable to employees in the scheduled employments mentioned in schedule II below, subject to the modification specified in the corresponding entry in column (2) of the Schedule I below.

SCHEDULE 1

Provisions of the Modifications.

Payment of Wages Act, 1936

(1) (2)

Section 15—In sub-section (2) reference to ‘this Act’ shall be constructed as reference to the Minimum Wages Act, 1948 or the rules made thereunder.

In sub-section (3)

(i) reference to ‘this Act’ shall be constructed as reference to the Minimum Wages Act.

(ii) the words and figure ‘‘of other person’’ responsible for the payment of wages under section 3 shall be omitted. In the provision clauses (b) for the words ‘‘person responsible for the payment of wages’’ the words, ‘‘employers’’ shall be substituted Sub-Section (4) shall be omitted.

Section 16 For the words and figure ‘‘after the day fixed by section 5’’ ‘‘the words’’ after ‘‘the date’’ shall be substituted.

Section 17—In sub-Section (1) the expressions of sub-section (4) and or others persons responsible for the payment of wages under section 3 and the whole of clause (C) shall be omitted.

In sub-section (2) the expression or section (4) shall be omitted.

Section 17. A—In sub-section (1) the words and figures ‘‘or others 3’’ the person and or other persons responsible for the payment of wages shall be omitted.

Section 18—So much of section 26 as relates to the section aforesaid.

SCHEDULE II

1. Employment under any local Authority.
2. Employment in Contractors Establishments of the Forest Department.
3. Employment in Agriculture.
4. Employment in Public Motor Transport.
5. Employment in Cinema Industry.

(Sd.)

Secretary to Government, Punjab,
Labour Department

4. THE MINIMUM WAGES ACT, 1948
THE 16TH MARCH, 1971

No. S. O. 25-CA/XI/48/S-19/71—In super-session of Punjab Government notification No. 1507-LPR-49/34/784—dated the 3rd June, 1949

No. 1005-LP-49/456 dated the 27th December 1949. No. 13, 839 LP-56/1, 71, 896, dated the 22nd September, 1956 and No. SO/CA-XI/48/S-19/64, dated 7th August, 1964, and all other powers conferred by sub-section (1) of section 19 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Governor of Punjab is pleased to appoint the following officers of Labour Department, Punjab, to be Inspectors for the purposes of the said Act. They shall exercise all the powers of an Inspector within the whole of the State of Punjab with immediate effect :—

Serial Designation

No

- (1) Labour Commissioner, Punjab.
- (2) Joint Labour Commissioner, Punjab.
- (3) Deputy Labour Commissioner, Punjab.
- (4) Assistant Labour Commissioner, Punjab.
- (5) Labour-cum-conciliation Officer (Head-quarters).
- (6) Statistical Officer (Labour), Punjab.
- (7) All the Labour-cum-Conciliation officers in the State.
- (8) All the Labour Inspectors Grade I, in the state.
- (9) All the Labour Inspectors Grade II in the state.
- (10) All the Inspectors of Factories in the State.

V. P. MALHOTRA

Secretary to Government, Punjab
Labour and Employment Department.

5. THE MINIMUM WAGES ACT, 1948
THE 31ST OCTOBER, 1974.

No. S. O. 60/C. A 11/48/S 5/74—In supersession of Punjab Government, Labour and Employment Department Notification No S. O. 70. C-A. 11/48/S. 575, dated 14th September 1973, and in exercise of the powers conferred by sub-Section 19 of the Minimum Wages Act, 1948 (Central Act II of 1948), the Governor of Punjab is pleased to appoint the following Officers to be Inspectors for purpose of the said Act, in respect of persons employed in agricultural operation only with in the limits of their respective jurisdiction, in addition to those already appointed by Punjab Government notification No. S. O. 25/C. A./XI/48/S—19/71, dated the 16th March, 1971—

- (1) All Block Development and Panchayat Officers in Punjab.
- (2) All Inspectors and Sub-Inspectors of Co-operative Societies in Punjab.
- (3) All District welfare Officer of the Department of Welfare of Scheduled Castes and Backward Classes, Punjab.
- (4) All Field Kanungos and Patwaries of the Revenue Department, Punjab.

(SD)

B. B. MAHAJAN.

Secretary to Government, Punjab,
Labour and Employment Departments,

6. THE MINIMUM WAGES ACT, 1948
NOTIFICATION
THE 3RD SEPTEMBER, 1979

No. S. O. 56/C A 11/48/S 19/79—In exercise of the powers conferred by sub-section 1 of sec. 19 of the minimum wages Act, 1948 (Central Act XI of 1948), the Governor of Punjab is pleased to appoint the additional Labour Commissioner, Punjab to be an Inspector for the purpose of the said Act for whole of the State of Punjab.

TAJENDRA KHANNA,
Secretary to Government of Punjab.
Department of Labour and Employment.

7. THE MINIMUM WAGES ACT, 1948
THE 24TH AUGUST, 1979.

No. 2510-3Lab-II-79/920—In supersession of the Punjab Government Labour and Employment Department Notification No. 737-S-IV-Lab (ii) 58/92, 829 dated the 13th January, 1959, and in exercise of the powers conferred by Sub-section (1) of section 20 of the minimum wages Act 1948, and all other powers enabling him in this behalf, the Governor of Punjab is pleased to appoint every Presiding Officer of a Labour Court, in the State of Punjab to be the authority to hear and decide for the areas within his Jurisdiction all claims arising out of payment of less than the minimum rates of wages and in respect of the payment of remuneration for days of rest or for work done on such days under clause (b) or clause (c) of sub-section (1) of section 13 and of wages at the overtime rate under section 14 of the said Act to employees employed or paid in those areas, in addition to his own duties.

TAJENDRA KHANNA
Secretary to Government of Punjab,
Department of Labour and Employment.

8. THE MINIMUM WAGES ACT, 1948.

NOTIFICATION

THE 20TH SEPTEMBER, 1980

No. S. O. 55/C A. 11/48/S. 27/80—With reference to Government of Punjab, Department of Labour and Employment Notification No. S. O. 32/C.A. 11/48/S. 27/90 dated 7th May, 1980 and in exercise of the powers conferred by section 27 of the minimum Wages Act, 1948 (Central Act XI of 1948) the Governor of Punjab, is pleased to add the following employments in Part I of the Schedule to the said Act, namely :—

47. Employment in Manufacture of indigenous Sugar, Boora, Khandsari and Gur etc., from Sugarcane.

48. Employment in manufacture and refining of Sugar (Vacum pan Sugar Factories).

49. Employment in Ahatas attached to wine and liquot shops or Employment in Ahatas attached to Bevarages Shops except soft drinks and carbonated water.

50. Employment in Laundries Services and Cleaning and Dyeing Plants.

51. Employment in dealers dealing in Steel Trunks, drums, Steel Safes, Vaults and Almirahs, Sanitary and plumbing fixture and fitting of metals.

52. Employment in Hair Dressing such as those done by barbers, hair dressing saloons and beauty shops.

53. Employment in dealers in Electrical and Electrical goods including radio, television, Gramophones, Public Address equipments, and Watch, Clock and repair shops.

54. Employment in Dealers in Book sellers stationers and Book Binders.

55. Employment in dealers in Tent Crockery and Household goods.

56. Employment in Delaers in Photographics and optical goods.

57. Employment in Dealers in Medicines and Chemicals.

58. Employment in Utensil Shops.

59. Employment in Manufacture or Pulp papers and papers Board and Straw Board including news print.

60. Employment in Tailors and Readymade Garments manufactures.

61. Employment in Dealers in Footwar and travel goods like sult-cases, bags etc.

J. P. GUPTA

Secretary to Government of Punjab,
Department of Labour and Employment.

9. THE MINIMUM WAGES ACT, 1948
NOTIFICATION
THE 26TH AUGUST, 1981

No. S. O. 36/C.A. 11/48S. 27/781—With reference to Punjab Government Department of Labour and Employment Notification No. S. O. 14/C.A. 11/48/S. 27/81 dated 18th March, 1981 and in exercise of the powers conferred by section 27 of the Minimum wages Act, 1948 (Central Act XI of 1948), the Governor of Punjab is pleased to include the following employment in part I of the schedule to the said Act, for the purpose of the fixation of minimum wages for the workers employed ther in :—

62. Employment in Forestry and Logging.

SADA NAND
Secretary to Government of Punjab,
Department of Labour and Employment.

10. THE MINIMUM WAGES ACT, 1948
NOTIFICATION
THE 16TH SEPTEMBER, 1983

No. S. O. 56/C. A. 11/48/S. 27/83—With reference to Government of Punjab Department of Labour and Employment, notification No. S. O. 47/C.A. 11/48/S 27/82 dated the 19th November, 1982 and in exercise of the powers conferred by section 27 of the Minimum Wages Act, 1948. (Central Act No. XI of 1948) and all others powers enabling him in this behalf, the Governor of Punjab is pleased to include the following employment in part I of the Schedule to the said Act, for the purpose of fixation of minimum wages for the workers employed ther in :—

"63. Employment in Private Educational Institutions."

Y. S. RATRA,
Secretary to Govt. Punjab,
Department of Labour & Employment,

11. THE MINIMUM WAGES ACT, 1948

NOTIFICATION

THE 22ND MARCH, 1984

No. S. O. 23/C A. 11/48/S. 27/84—With reference to Government of Punjab, Department of Labour and Employment, Notification No. S. O. 50/C. A. 11/48/S. 27/83, dated the 29th August 1983, and in exercise of the power conferred by section 27 of the Minimum Wages Act 1948, (Central Act XI of 1948), the President of India is pleased to include the following employment in part I of the Schedule to said Act, for the purpose of fixation of minimum wages for the workers employed there in namely :—

“64. Employment in Private Hospitals, Clinics, Dispensaries, Nursing Homes and Medical Shops.”

Y. S. RATRA,

Secretary to Government of Punjab,
Department of Labour and Employment.

12. THE MINIMUM WAGES ACT, 1948

NOTIFICATION

THE 24TH JULY, 1984

No. S. O. 56/C. A. 11/41/S/27/84—With reference to Government of Punjab, Department of Labour and Employment, Notification No. S. O. 73/C.A. 11/48/S-27-83 dated of the 5th December, 1983 and in exercise of the powers conferred by section 2 of the minimum Wages Act, 1948 (Central Act, XI of 1948), the President of Indian is pleased to include the following employment in Part-I of the schedule to the said Act, for the purpose of fixation of minimum wages for the workers employed therein, namely :—
“65 Employment in Starch manufacturing”

Y. S. RATRA,
Secretary to Government of Punjab,
Department of Labour and Employment.

13. THE MINIMUM WAGES ACT, 1948
NOTIFICATION
THE 19TH OCTOBER, 1987.

No. S. O. 43/C. A. 11/48/S 27/87.—With reference to Government of Punjab, Department of Labour and Employment, Notification No. 13 (7)87-3L II/358, dated the 6th April, 1987, and in exercise of the powers conferred by section 27 of the minimum Wages Act, 1948). (Central Act, XI of 1948), and all other powers enabling him in this behalf, the President of India is pleased to add the following employments in Part I of the Schedule to the said Act for the purpose of fixation of minimum rates of wages for the employments there in :—

66. “Employment in any manufacturing process as defined under section 2(K) of the Factories Act, 1948 (Central Act, No. 63 of 1948) which is carried out and is not covered under the Schedule appended to the minimum Wages Act, 1948.”

67. “Employment in any Establishment as defined under Section 2 (i) (viii) of the Punjab Shops and Commercial Establishment Act, 1958 (Punjab Act, 15 of 1958) and which is not covered under the Schedule appended to the Minimum Wages Act, 1948.”

BRAJENDRA SINGH
Secretary to Government of Punjab,
Department of Labour and Employment.

14. THE MINIMUM WAGES ACT, 1948
NOTIFICATION
THE 30TH SEPTEMBER, 1981

No. S. O. 40/C. A. 11/48/S, 2/81—In supersession of Punjab Government Labour Department Notification No. S. O. 4/C. A. 11/S. 2/71 dated the 18th January, 1971 and in exercise of the powers conferred by clause (c) of section 2 of the Minimum Wages Act, 1948 (Central Act, XI of 1948) and all other powers enabling him in this behalf the Governor of Punjab is pleased to appoint the Economic Adviser to Government Punjab as competent authority to ascertain from time to time the cost of living index numbers applicable to the employees employed in the employment specified in the Schedule given below—

- (1) Employment in any woolen carpet making or shawl-weaving establishments.
- (2) Employment in any rice, mill, flour mill or dall mill.
- (3) Employment in any tobacco (including bidi making) manufactory.
- (4) Employment in any plantation, that is to say any estate which is maintained for the purpose of growing cinchona, rubber, tea and coffee.
- (5) Employment in any oil mill.
- (6) Employment under local authority.
- (7) Employment on the construction or maintenance of roads or in building operations.
- (8) Employments in stone breaking or stone crushing.
- (9) Employment in any lac manufactory.
- (10) Employment in any mica works.
- (11) Employment in tanneries and leather manufactory.
- (12) Employment in Public Motor Transport.
- (13) Employment in Agriculture, that is to say, in any form of farming including cultivation and tillage of the soil, dairy farming the production, cultivation, growing and harvesting of any agricultural or horticultural commodity the raising of live-stock, bees or poultry and any practice performed by a farmer or on a farm as incidental to or in conjunction with farm operation (including any forestry or timbering operations and the preparation for the market and delivery to storage or to market or to carriage for transportation to market of farm produce)
- (14) Employment in foundries with or without attached machine shops.
- (15) Employment in private presses.
- (16) Employment in engineering implements, machine tools and general engineering including cycle and electric goods industry.
- (17) Employment in Scientific Industry.
- (18) Employment in Cinema Industry.
- (19) Employment in Textile Industry.
- (20) Employment in Contractors Establishments of the Forest Department.
- (21) Employments in Ayurvedic and Unani Pharmacies.
- (22) Employment in :—
 - (i) metal rolling and re-rolling industry ; and
 - (ii) brass, copper and aluminium utensils making industry.
- (23) Employment in saw mills and timber trade.
- (24) Employment in cotton ginning and pressing factories.

- (25) Employment in electroplating by using salt or chromium, nickle or any other compound and the connected buffing and polishing industry.
- (26) Employment in the following categories :—
- (i) grocers, Karyana merchants and grain dealers ;
 - (ii) general merchants and cloth merchants ;
 - (iii) commission agents/bankers ;
 - (iv) furniture dealers or manufacturer ;
 - (v) hotels, restaurants, tea stalls and halwais.
- (27) Employments in chemicals and distilling industry.
- (28) Employment in rubber industry.
- (29) Employment in respect of operations of tube-wells.
- (30) Employment in sports good industry.
- (31) Employment in potteries, ceramics and refractory industry.
- (32) Employment in glass industry.
- (33) Employment in brick kiln industry.
- (34) Employment in P.W.D. (Public Health)
- (35) Employment in electricity generation and supply.
- (36) Employment in P. W. D. (Irrigation Branch)
- (37) Employment in automobile repair shops and Services Stations (not attached with any public motor transport company).
- (38) Employment in Milk Processing and Milk Products manufacturing establishments including Halwai Shops.
- (39) Employment in Soap making and Silicate manufacturing establishments.
- (40) Employment in Ice Factories and Cold Storages.
- (41) Employment in Bakeries including biscuit making establishments.
- (42) Employment in Vegetable Ghee manufacturing and Vegetable Oil refining establishments.
- (43) Employment in Petroleum Supply Station.
- (44) Employment in Motor-body Builders.
- (45) Employment in Surgical and Clinical instruments making industry.
- (46) Cement-pipe making Industry.
- (47) Employment in Manufacturing of indigenous Sugar, Boora, Khandsari and Gur. etc. from Sugarcane.
- (48) Employment in manufacture and refining of Sugar (Vacum Pan, Sugar Factories)
- (49) Employment in Ahatas attached to wine and liquor shops or Employment in Ahatas attached to Beverages Shops except soft drinks and carbonated water.
- (50) Employment in Laundries, Services and cleaning and Dycing plants.
- (51) Employments in dealers, dealings in Steel Trunks, drums, Steel Safes, Vaults and Almirahs, Sanitary and Plumbing fixture and fitting of metals.
- (52) Employments in Hair Dressing such as those done by barbers, hair dressing saloons, beauty shops.
- (53) Employment in dealers in Electrical and electrical goods including radio television, Gramophones, public Address equipments and watch, clock and repair shops.
- (54) Employments in Dealers in Book Sellers, Stationers and Book Binders.
- (55) Employment in Dealers in Tent, Crockery and Household Goods.
- (56) Employment in Dealers in Photographics and optical goods.

- (57) Employment in Dealers in Medicines and Chemicals.
- (58) Employment in Utensil Shops.
- (59) Employment in manufacturing of pulp papers and paper Board and straw Boards including newsprint.
- (60) Employment in Tailors and Readymade Garments manufacturers.
- (61) Employment in Dealers in Footwear and travel goods like suit, cases, bags etc.
- (62) Employment in Forestry and Logging.

DARSHAN KUMAR
Secretary to Government, Punjab,
Department of Labour and Employment.

15. THE MINIMUM WAGES ACT, 1948
NOTIFICATION
THE 23RD NOV. 1988

No. 13(20)88-3 Lab. II/5949—In exercise of the powers conferred by clause (a) of subsection (1) of section 22B of the Minimum Wages Act, 1948 (Central Act No. 11 of 1948) and all other powers enabling him in this behalf, the President of India is pleased to authorise the Labour Commissioner, the Additional Labour Commissioner, the Joint Labour Commissioners, the Deputy Labour Commissioner, for whole of the State of Punjab, and all the Labour-cum-Counciliation Officers within the area falling in their respective jurisdiction to sanction the making of complaints in the Court in respect of offences under clause (a) of section 22 of the said Act.

R. S. MANN
Secretary of Government of Punjab.
Department of Labour and Employment.