

GOVERNMENT OF PUNJAB

DEPARTMENT OF LABOUR

Notification

The 6th January, 2009

No. S.O. 2/C.A.11/1948/S.5/2009.—With reference to the Government of Punjab, Department of Labour, Notification No. S.O.68/C.A.11/1948/S.5/Amd./2008, dated the 10th October, 2008, and in exercise of the powers conferred by section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and all other powers enabling him in this behalf, the Governor of Punjab, after consulting the Punjab Minimum Wages Advisory Board, is pleased to revise the minimum rates of wages in the State of Punjab in respect of each of the scheduled employments, given hereunder in the Table for which the minimum rates of wages were fixed or revised previously,—*vide* notification No. S.O.71/C.A.11/48/S.5/2000, dated the 27th December, 2000.

These revised rates of wages shall be deemed to have come into force on and with effect from the first day of September, 2008.

TABLE

Serial No.	Name of the scheduled employment
1	Saw Mills and Timber Trade
2	(a) Ferrous Metal Rolling and Re-Rolling Industry (b) (i) Non-Ferrous Metal Rolling and Re-Rolling Industries (ii) Brass, Copper, Aluminium Utensils Making Industries
3	Electroplating by using salts of Chromium Nickle or any other compound and the connected Building and Polishing Industry
4	Rubber Industry
5	Private Presses
6	Rice Mills, Flour Mills and Dal Mills

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Serial No.	Name of the scheduled employment
7	Ayurvedic and Unani Pharmacies
8	Oil Mills
9	Shops and Commercial Establishments : (a) Grocers, Karyana Merchants and Grain Dealers (b) (i) General Merchants (ii) Cloth Merchants (c) Commission Agents and Bankers (d) Furniture Dealers of Manufacturers
10	Foundaries with or without attached Machine Shops
11	Cotton Ginning and Pressing Factories
12	Scientific Industry
13	Public Motor Transport Industry
14	Surgical and Clinical Instruments making Industries
15	Bakeries including Biscuit making Establishments
16	Motor Body Builders
17	Ice Factories and Cold Storages
18	Soap making and Silicate Manufacturing Establishments
19	Automobile Repair Shops and Service Stations (not attached with any Public Motor Transport Company)
20	Petroleum Supply Station Establishments
21	Milk Processing and Milk Products Manufacturing Establishments excluding Halwais' Shops
22	Cement Pipe making Industries
23	Vegetable Ghee Manufacturing and Vegetable Oil Refining Establishments
24	Chemical and Distillery Industry

Serial No.	Name of the scheduled employment
25	Agriculture Implements, Machine Tools and General Engineering including Cycle and Electrical Goods Industry
26	Textile Industries (including employment in Woollen Carpet making or shawls weaving establishments)
27	Cinema Industry
28	Sports Goods Industry
29	Tanneries and Leather Manufacturers
30	Contractor's establishments of the Forest Department
31	Local Authority
32	Stone breaking or Stone crushing
33	Hotels, Restaurants, Tea Stalls and Halwais
34	Ahatas attached to Wine and Liquor Shops or Employment in Ahatas attached to Beverages Shops except Soft Drinks and Carbonated Water
35	Manufacture of pulp paper and paper boards and straw boards including news prints
36	Starch Manufacturing
37	Dealers in Footwear and Travel Goods like Suitcases, Bags, etc.
38	Private Education Institutions
39	Manufacture and refining of Sugar (Vacuum Pan Sugar Factories)
40	Dealers in Tent, Crockery and Household Goods
41	Brick Kiln Industry

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Serial No.	Name of the scheduled employment
42	Dealers dealing in Steel Trunks, Drums, Steel Safes, Vaults and Almirahs, Sanitary and Plumbing fixtures and fitting of metals
43	Private Hospitals, Clinics, Dispensaries, Nursing Home and Medical Shops
44	Hair Dressing such as those done by Barbers, Hair Dressing Saloons, Beauty Shops
45	Agriculture
46	Dealers in Medicines and Chemicals
47	Dealers in Photographic and Optical Goods
48	Tailors and Readymade Garments Manufacturers
49	Forestry and Logging
50	Dealers in Electricals and Electrical Goods including Radio, Television, Gramophone Public Address Equipments and Watch, Clock and Repair Shops
51	Dealers in Books Sellers, Stationers and Book Binders
52	Utensil Shops
53	Laundries, Services and Cleaning and Dyeing Plants
54	Construction and maintenance of roads or building operation
55	Operation of Tubewells Industry
56	Public Works Department (Public Health) and
57	Public Works Department (Irrigation Branch)
58	Section 2(K) of the Factories Act, 1948
59	Section 2(i)(viii) of the Punjab Shops and Commercial Establishment Act, 1958
60	Potteries, Ceramics and Refractory Industry

Minimum Wages for 1–25 Employments

Serial No.	Categories of workers	Minimum rates of Wages	
		Monthly (in Rs.)	Daily (in Rs.)
1	Unskilled	3200.00	123.12
2	Semi skilled (I&B) i.e. Upper	3545.00	136.40
3	Semi-skilled (II & A) i.e. Lower	3386.00	130.24
4	Skilled (I & B) i.e. Upper	3929.00	151.12
5	Skilled (II & A), i.e. Lower	3642.00	140.08
6	Clerk, Time Keeper, Salesman, Conductor, Storekeeper etc.	3704.00	142.48
7	Accountant/Graduate Clerk, Assistant, Supervisor, Car Driver, Cashier, Muneem, Steno-typist, Ugrahia	3898.00	149.92
8	Truck/Bus/Tempo Driver/ Supervisor/Stenographer	4375.00	168.24

26 Textile Industry including Employment in Woollen Carpet making or Shawls Weaving establishments

Serial No.	Categories of workers	Minimum rates of Wages	
		Monthly (in Rs.)	Daily (in Rs.)
1	Unskilled	3200.00	123.12
2	Semi skilled (I&B) i.e. Upper	3545.00	136.40
3	Semi-skilled (II & A) i.e. Lower	3386.00	130.24
4	Skilled (I & B) i.e. Upper	3929.00	151.12
5	Skilled (II & A), i.e. Lower	3642.00	140.08
6	Highly skilled (I) i.e. Upper	4375.00	168.24
7	Highly skilled (II) i.e. Lower	4185.00	160.96
8	Clerk, Time Keeper, Salesman, Conductor, Storekeeper etc.	3704.00	142.48

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Serial No.	Categories of workers	Minimum rates of Wages	
		Monthly (in Rs.)	Daily (in Rs.)
9	Accountant/Graduate Clerk, Assistant, Supervisor, Car Driver, Cashier, Muneem, Steno-typist, Ugrahia	3898.00	149.92
10	Truck/Bus/Tempo Driver/ Supervisor/Stenographer	4375.00	168.24

27. Cinema Industry

Sr. No.	Class of Employees	Minimum rates of Wages per mensem (in rupees)
1	Gate Keeper/Peon/Chowkidar/Sweeper/ Rickshaw Puller/Poster Paster/Board Boy/ Gardener/Rehriwala	3200.00
2	Fireman/Rewinder-cum-Foreman/ Gate Keeper-cum-Foreman	3483.00
3	Engine Driver/Electrician/Mechanic/ Assistant Operator	4057.00
4	Operator	4857.00
5	Clerk/Typist/Store Keeper	3704.00
6	Accountant	3898.00
7	Talli Wala	3611.00
8	Drumer (with his own Drum)	3483.00
9	Assistant Manager/Supervisor	4375.00
10	Booking Clerk	3704.00
11	Steno-typist	3898.00
12	Representative	3200.00

28 Sports Good Industry

1	Un-skilled workers like Peons, Chowkidar, Sweepers	3200.00
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OFFICE STAFF

2	Typist-cum-Clerk	3704.00
3	Muneem/Cashier	3898.00
4	Stenographer	4375.00

II For employees engaged in Cricket and Hockey and Ball Making

Serial No.	Operation	Minimum rates of Wages (In Rs.)
SEMI-SKILLED		
1	Preparation of leather	3545.00
2	Cutting of leather piece	3545.00
3	Making of lappas	(a) Rs.14.04 per dozen double (b) Rs. 7.50 per dozen single
4	Quilt making	(a) Rs. 30.92 per dozen cheap (b) Rs. 61.62 per dozen medium (c) Rs. 68.94 per dozen superior
SKILLED		
1	Stiching of half cup	(a) Rs. 45 .92 per dozen cheap quality (b) Rs. 61.62 per dozen cheap quality
2	Shaping and pressing of cups	Rs. 18.76 per dozen pair of cup
3	Mouth stiching	(a) Rs. 61.62 per dozen inferior quality (b) Rs. 61.62 per dozen medium quality (c) Rs. 81.15 per dozen superior quality
4	Seeming (Upper)	(a) Rs. 11.18 per ball, cheap quality (b) Rs. 15.48 per ball, superior quality (c) Rs. 15.92 per ball, extra superior quality (d) Rs. 14.04 per II, pump quality
5	Stamping and Polishing	(a) Rs. 12.43 per dozen without polish (b) Rs. 15.92 per dozen with polish

III For Employees Engaged in Football and Volleyball Making

Minimum Wages rates per piece (in Rs.)

Serial No.	Type	No.5	No.4	No.3	No.2	No.1
1	2	3	4	5	6	7

(i) (a) For Football

1	First quality (made from butts)					
	(i) T. Shape		45.92	29.10	30.49	—
	(ii) 18 Penal	}	58.67	39.39	36.56	—
	(iii) Zig Zag					
	(iv) H.Y. Shaper					
	(v) 32 Panel		54.12	44.12	38.91	—
2	Second quality (made from Chest portion)					
	(a) T. Shape	29.10	30.49	26.75	—	—
	(b) 18 Penal	}	39.39	34.68	30.49	—
	(c) Zig Zag					
	(d) H.Y.Shaper					
	32 Panel	29.64	38.91	36.99	—	—
3	Third quality (made from Belly and Shoulders)					
	(a) T. Shape	}	30.49	21.64	22.92	—
	(b) 18 Penal					
	(c) Zig Zag					
	(d) 32 Panel	35.16	30.92	26.06	—	—

1	2	3	4	5	6	7
4	First quality 11,12 and 13 panel	38.91	30.92	24.88	—	—
5	Second quality 11,12 and 13 panel	30.49	26.75	19.16	—	—
6	Third Quality 11, 12 and 13 panel	22.92	19.76	15.48	11.18	11.18
(ii) Volley Ball Making						
7	First quality T. Shape	38.91	—	—	—	—
8	First quality 11,12 and 13 panel	30.92	—	—	—	—
9	Second quality T. Shape	30.49	—	—	—	—
10	Second Quality 11,12 and 13 panel.	24.88	—	—	—	—
11	Cheap quality T. Shape	19.16	—	—	—	—
12	Cheap quality and 11,12 and 13 panel	12.62	—	—	—	—

IV For Employees engaged in Hockey Stick making—Hockey Sticks

Quality/Size	Rate per piece Kachi Tiari (Preparation)	Rate per piece Packi Banwai (Finishing)
	Rs.	Rs.
Cheap Variety	5.13	5.13
Youth Size	8.40	5.72
Full Size superior	10.64	8.40

V For employees engaged in Cricket Bats Making—Cricket Bats

Size	Rate per piece Kachi Tiari (Preparation)	Rate per piece Packi Banwai (Finishing)
	Rs.	Rs.
0 to 3	5.56	5.13
4 to 6	7.00	6.52
7	9.36	8.40

VI For employees engaged in Tennis Rackets Making—Tennis Rackets

Tennis Racket	Rate per piece Kachi Tiari (Preparation)	Rate per piece Packi Banwai (Finishing)
	Rs.	Rs.
Ordinary	23.90	7.50
Superior	29.52	11.72

VII For employees engaged in Squash Rackets Making—Squash Rackets

Squash Racket	Rate per piece Kachi Tiari (Preparation)	Rate per piece Packi Banwai (Finishing)
	Rs.	Rs.
Ordinary	19.13	11.72
Superior	18.59	13.12

VIII For employees engaged in Badminton Racket Making—Badminton Rackets

Size/Quality	Rate per piece Kachi Tiari (Preparation)	Rate per piece Packi Banwai (Finishing)
	Rs.	Rs.
(i) Cheap size small	9.92	6.97
(ii) Cheap size full	13.55	8.91
(iii) Full/Superior	19.69	11.72
(iv) Steel Frame	19.69	11.72

Rate of neutralisation per point in rise or fall of piece rate wages:

CRICKET AND HOCKEY BALL MAKING

Serial No.	Operation	Per dozen double	Per dozen single	Per dozen cheap quality	Per dozen superior quality	Per Pair
		Paise per point	Paise per point	Paise per point	Paise per point	Paise per point
1	Making of Lappas	2.80	1.39	—	—	—
2	Sticking of half cups	—	—	9.37	14.96	-
3	Shaping and pressing of cups	—	—	—	—	4.16
				Per dozen inferior quality	Per dozen Medium quality	Per dozen Superior quality
				Paise per point	Paise per point	Paise per point
4	Mouth Sticking			9.37	12.05	15.36
			Per ball cheap quality	Per ball Superior quality	Per ball extra Superior quality	Per ball Pumps quality
			Paise per point	Paise per point	Paise per point	Paise per point
5	Scaming (Upper)		2.34	1.57	3.12	2.80
					Per dozen without polish	Per dozen with polish
					Paise per point	Paise per point

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Serial No.	Operation	Per dozen double	Per dozen single	Per dozen cheap quality	Per dozen superior quality	Per Pair
		Paise per point	Paise per point	Paise per point	Paise per point	Paise per point
6	Stamping and polishing				2.47	3.12
				Per dozen Cheap	Per dozen Medium	Per dozen Superior
				Paise per point	Paise per point	Paise per point
7	Quilt making			6.26	12.36	13.64

FOOTBALL AND VOLLEY BALL MAKING

Serial No.	Type	No. 5 Paise per point	No. 4 Paise per point	No.3 Paise per point	No.2 Paise per point	No.1 Paise per point					
1	2	3	4	5	6	7					
(i)	For Football making										
1	First quality (made from Butts)										
(a)	T.Shape	9.37	7.78	6.26	—	—					
(b)	18 Panel	}	}	}	}	}					
(c)	Zig Zag						9.88	7.78	7.03	—	—
(d)	H.Y.Shape										
(e)	32 Panel	10.56	7.82	7.78	—	—					
2.	Second quality (made from Chest portion)										
(a)	T.Shape	7.78	6.26	5.43	—	—					

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1	2	3	4	5	6	7
	(b) 18 Panel	7.78	7.03	6.26	-	-
	(c) Zig Zag					
	(d) H.Y. Shape	4.68	7.78	7.03	-	-
3.	Third quality (made from Belly and Shoulders)					
	(a) T. Shape	6.26	5.43	4.68	-	-
	(b) 18 Panel					
	(c) Zig Zag					
	(d) 32 Panel	7.03	6.26	5.43	-	-
4.	First Quality- 11,12 & 13 Panel	7.78	6.26	4.94	-	-
5.	Second quality- 11,12 and 13 Panel	6.26	5.43	3.92	-	-
6.	Third quality-11,12 and 13 Panel for Volley Ball making	4.68	3.92	3.09	2.32	2.32
(ii)	For Volley Ball making					
7.	First quality T. Shape	7.78	-	-	-	-
8.	First quality 11,12 and 13 Panel	6.26	-	-	-	-
9.	Second quality T. Shape	6.26	-	-	-	-
10.	Second quality 11,12 and 13	4.92	-	-	-	-
11.	Cheap quality T. Shape	3.92	-	-	-	-
12.	Cheap quality 11,12 and 13 Panel	3.46	-	-	-	-

HOCKEY STICK MAKING :

Serial No.	Quality/Size	Kachi Tiari (Preparation)	Packi Banwai (Finishing)
		Paise per point	Paise per point
1	2	3	4
(i)	Cheap Variety	0.98	0.98
(ii)	Youth Size	1.68	1.22
(iii)	Full size or superior Cricket bats making	1.33	1.68
CRICKET BATS MAKING			
(i)	0 to 3	1.10	1.10
(ii)	4 to 6	1.34	1.34
(iii)	7	1.82	1.82
TENNIS RACKET MAKING			
(i)	Ordinary	4.68	1.52
(ii)	Superior	5.84	2.32
SQUASH RACKET MAKING			
(i)	Ordinary	3.92	2.32
(ii)	Superior	4.96	2.35
BADMINTON RACKETS MAKING			
(i)	Cheap Size Small	2.35	1.52
(ii)	Cheap Size full	2.90	1.68
(iii)	Full/Superior	3.92	2.32
(iv)	Steel Frame	3.92	2.32

29 Tanneries and Leather Manufactures

Serial No.	Class of Employees	Minimum rates of Wages per mensem (in Rs.)
UN-SKILLED		
1	Chowkidar	} 3200.00
2	Peon	
3	Sweeper	
4	General Labour (Mazdoor)	
SEMI-SKILLED		
1	Soakingman	} 3545.00
2	Hangman	
3	Oilman	
4	Leach Houseman	
5	Lime Yardman	
6	Delimingman	
7	Tan Yardman	
8	Drum Man	
9	Mali	
SKILLED		
1	Scudder	} 3929.00
2	Dyer	
3	Flesher	
4	Finisher	
5	Setter	
6	Splitter (for full hides)	3545.00
	Lime Yard Mistry/Ton Yard Mistry/ Carrier Shop Mistry	3611.00
OFFICE STAFF		
1	Clerk/Typist	3704.00
2	Accountant/Muneem/Cashier	3898.00
3	Stenographer	4375.00

BREAK UP OF PIECE RATE OF WAGES FOR VARIOUS TYPES OF FOOTWEAR:

(a) Hand made Shoes:

Serial No.	Type of Footwear	Bottom complete	Upper complete	Finish	Cost of Pair
1	Peshori type of Frontier Pattern Chappals	68.14	24.81	23.90	116.86
2	Full slippers or sailing shoe or new cut	93.87	24.81	24.81	143.64
3	Oxford or Durby shoe	93.87	24.81	24.81	143.64
4	Puthwari Juti	-	-	-	63.87
5	(i) Football Shoe	53.10	17.58	4.24	75.05
	(ii) Running Shoes (Complete)	-	-	-	53.10

(b) Machine made Shoes:

Month rate (Rs.)

1	Unskilled			3200.00
	SKILLED 'A'			
1	Sole Cutting	}		
2	Fitting			
3	Bucking			
4	Securing			
5	Stiftening			3642.00
6	Upper Fitting			
7	Skiving			
8	Heel Building and Attaching			
	SKILLED 'B'			
1	Pairing	}		
2	Finishing			3929.00
3	Lasting			

RATE OF NEUTRALISATION PER POINT IN PIECE RATE WAGES :

Serial No.	Type of Footwear	Bottom complete	Upper complete	Finish	Cost of pair
		Paise per point	Paise per point	Paise per point	Paise per point
1	Pishori type of Frontier Pattern Chappals	11.71	4.68	4.68	21.10
2	Full Slippers or Sailing Shoe or new cut	18.75	4.68	4.68	28.12
3	Oxford or Durby shoe	18.75	4.68	3.39	26.83
4	Puthwari Juti	-	-	-	12.24
5	(i) Football Shoe	10.54	0.36	1.17	15.13
	(ii) Running Shoe (Complete)	-	-	-	10.54

30 Contractor's Establishments of the Forest Department

Serial No.	Class of Employees	Minimum Rates of Wages (in Rs.)
1	Adult	123.12 daily
2	Adolescent	123.12 daily
3	Tractor/Truck Driver	4375.00
4	Cleaner/Watchman	3200.00
5	Clerk	3704.00

31 Local Authority

Sr. No.	Class of Employees	Minimum rates of Wages	
		P.M. (in Rs.)	Per day (in Rs.)
1	Unskilled Workers	3200.00	123.12

32 Stone Breaking or Stone Crushing :

Serial No.	Class of Employees	Minimum Daily Wages (in Rs.)
1	Unskilled Chowkidar, Cleaner, Mali	123.12
2	Fitter Coolie	123.12
3	Mate	151.44
4	Boilerman/Handleman, Hobee Driver, Quarry Operator, Jumperman/Hammerman	151.44
5	Thacher Sawerd Helper	160.96
6	Fitter, Water Pump Driver, Mechanical Driver, Sone Crusher, Mechanical Operator	223.60

33 Hotels, Restaurants, Tea Stalls and Halwais :

Serial No.	Class of Employees	Minimum Rates of Wages		
		With food (two meals and two teas) lodging	With food (two meals and two teas) and without lodging	Without food and without lodging
		Rs.	Rs.	Rs.
1	Sweeper/ Manssalchi/ Chowkidar/ Waterman/ Cleaner/ Kneedar/ Guide	2103.00	2880.00	3200.00
2	Waiter/Bearer	2250.00	3054.00	3374.00
3	Tandooria/Cook at Dhaba/ Assistant Cook in Restaurants	2438.00	3244.00	3564.00

Serial No.	Class of Employees	Minimum Rates of Wages		
		With food (two meals and two teas) lodging	With food (two meals and two teas) and without lodging	Without Food and without lodging
		Rs.	Rs.	Rs.
4	Butler/Steward/ Head Bearers/ Head Waiter	2529.00	3334.00	3653.00
5	Cook in Restaurants	2952.00	3756.00	4076.00
6	Halwais	2952.00	3756.00	4076.00
Office Staff :				
7(i)	Clerk-cum-Typist (Matriculate)	2579.00	3384.00	3704.00
(ii)	Managerial Assistant handling work relating to the account reception/General Supervision	2773.00	3578.00	3898.00

34 Ahatas Attached to Wine & Liquor Shops or Employment in Ahatas Attached to Beverages Shops except soft drinks and corborated water :

Serial No.	Categories	Minimum Rates of Wages (per mensem)	
		With free food (2 teas) and lodging	Without food and lodging
		(Rs.per mensem)	(Rs.per mensem)
1	Sweeper/Manssalchi/Chowkidar/ Peon/ Pantryman/Helper/Mali/ Waterman/Cleaner/Kneedar/ Hawker	2013.00	3200.00

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Serial No.	Categories	Minimum Rates of Wages (per mensem)	
		With free food(2 teas) and lodging	Without food and lodging
		(Rs.per mensem)	(Rs.per mensem)
2	Waiter/Bearer	2207.00	3398.00
3	Tandooria/Assistant Cook	2405.00	3595.00
4	Butler/Steward/Head Bearers/ Head Waiter, Peg Measurer	2506.00	3691.00
5	Cook	2952.00	4138.00
6	Halwais	2952.00	4138.00
7	Salesman	2789.00	2941.00

35 Manufacture of Pulp Papers and Paper Board and Straw Board including news print :

Serial No.	Categories	Minimum Rates of Wages per mensem
		Rs.
1	Lab. Boys, Security Guard, Peon, Attendants, Sweeper, Helper, Mali, Mazdoor, Waiter, Packer, Chowkidar, Cleaner, Labler, Khalasi, Pasteman, Coolie, General Worker, Laboratory Attendants, Loader, Coalman.	3200.00
2	Oilman, Painter, Sub-Station Attendant Tubewell Operator, Pumpman, Cook Planner, Black-smith, Painter, Assembler, Crane Operator, Junior Electrician, Gr.Fitter, Fireman, Press Boys, Wire Boys, Jr.Finisher, Jr.Guillotine Operator, Jr. Operator, Pulp Milk, Jr.Operator, Stock Peon, Jr.Rag Cutter, Operator, Beater Operator, Wireman, Drillingman Grinderman, Jr. S & G Operator, Waterman, Welder, Mechanic, Mechinist, Paperman, Millingman, Turner, Shapperman, Operator Asstt. Fireman, Paper Machine Tender, Moulder, Pump Operator Fabricator, Rigger, Carpenter, Checker, Pattern Maker	3386.00
3	Ditto (Semi Skilled Upper)	3545.00

Serial No.	Categories	Minimum Rates of Wages per mensem
		Rs.
4	Carpenter, Mason, Electrician, Fitter, Turner, Welder, Shaperman, Motor Winder, Machinist, Fabricator, Blacksmith, PBX Operator, IInd Asstt. Guillotine Operator, Cutter Operator, Rewinder, Operator, Finisher, Stock Prepn. Operator, Pulp Mill Operator, Beater Operator, Bleach Plant Operator, Digester Operator, S & G Operator, Rag Cutter Operator, D.G. Operator, Sanitary Fitter, Electrical Fitter, D.G. Mechanic, Boiler Attendant (II Class) Chemist, Laboratory Incharge Mistry	3642.00
5	1st Class Asstt. <i>plus</i> as above (Skilled Upper)	3929.00
6	Boiler Attendant 1st Class, Instrument Mechanic, Turpine Mechanic, Turpine Operator, Foreman, Machine Tender, Electrician, Diploma Holder Chemist	4185.00
7	Asstt./Clerk (Under Graduate) Checker, Time-Keeper, Typist, Compounder Conductor	3704.00
8	Asstt./Clerk (Graduate), Steno-typist, Chemist-Salesman, Cashier, Store-keeper, PBX Operator, Light Vehicle Driver	3898.00
9	Stenographer, Draftsman, Supervisor, Heavy Vehicle Driver	4375.00

36. Starchmanufacturing

Serial No.	Categories	Minimum Wages Wages per mensem Rs.
1	General Labour, Helper, Packer, Chowkidar, Clearner, Peon, Attendant, Pasteman, Mali, Khalasi, Worker, Waiter, Cleaner	3200.00
2	Mason, Welder, Electrician, Fitter, Turner, Blacksmith, Tailor, Fireman, Shaperman, Grinder, Winder, Wireman, Electrician, Boilerman, Checker, Pattern Maker, Operator, Mechanic, Machinist, Carpenter, Lab. Attendant, Glucose Plant Chemist. (Semi Skilled Upper)	3545.00
3	Ditto (Semi Skilled Lower)	3386.00
4	Ditto (Skilled Upper)	3929.00
5	Clerk, Store-keeper, Salesman	3704.00
6	Light Vehicle Driver, Graduate Clerk, Asstt., Steno-typist, Diesel Engine Operator	3898.00
7	Heavy Vehicle Driver, Stenographer, Supervisor, Time-keeper, Purchase Asstt.	4375.00

37. Dealers in Footwear and Travel Goods Like Suitcases, Bags Etc.

Serial No.	Categories	Minimum Rates or Wages per mensem (in Rs.)
1	General Labour, Peon, Chowkidar, Packer Mali, Cleaner, Waterman	3200.00
2	Cobbler, Repairer, Asstt. Salesman	3545.00

Serial No.	Categories	Minimum Rates or Wages per mensem (in Rs.)
3	Clerk, Salesman, Store keeper	3704.00
4	Ugrahia, Representative, Light Vehicle Driver, Steno-typist, Asstt. Supervisor Graduate, Clerk Accountant	3898.00
5	Heavy Vehicle Driver, Stenographer Supervisor	4375.00

38. Private Educational Institutions

Serial No.	Categories	Minimum Rates or Wages per mensem (in Rs.)
Non-Teaching Staff :		
1	Helper, Sweeper, Peon, Chowkidar, Mazdoor, Rickshaw Driver, Cleaner, Waterman, Mali, Gatekeeper, Laboratory Attendant, Library Attendant	3200.00
2	Laborary Assistant, Library Assistant, Cook	3510.00
3	Clerk (Matric), Store-keeper, Conductor, Warden, Non-teaching with boarding and lodging	3704.00
4	Accountant, Graduate Clerk, Car Driver, Cashier, Steno-typist	3898.00
5	Truck/Bus/Tempo Driver, Stenographer, Supervisor	4375.00

39. Manufacture and Refining of Sugar Vacuum Pan Sugar Factories

Serial No.	Categories	Minimum Rates or Wages per mensem (in Rs.)
1	General Labour, Helper, Packer, Chowkidar, Sweeper, Cleaner, Peon, Laboratory Attendant, Labler, Waterman, Pasterman, Loader, Guard, Yard Man, Mazdoor, Mali, Coal Man, Khalasi, Swith Board Attendant, Boiler, Coolie, Bed Cool	3200.00
2	Oil Man, Head Khalasi, Hammerman, Boiler Attendant, Pattern Maker, Assistant Moulder, Lab. Boy, 2nd Carbonation Mate, Daftri, Cane Commander, Helper, Welder, Store Boy, Assistant, Pan Man, Helper Fitter, Helper Electrician, Assistant Carbonator Mate, Sulphlitor, Vaper, Call Man, Pan/Press L.L. Sulphur Grader, B.H. Crysler, Hopper Manga Coolie, Cane Langri Man (Semi Skilled Lower)	3386.00
3	Assistant Fitter, Assistant Welder Machinist, Shaperman, Assistant Wireman, Boiler, Assistant, Moulder, Lab Chemist, Juice Recordman, Carbonator, Quad Operator, Pan Incharge, Pan Man, Certifugal, Operator, Juice Recorder, Dispenser Weighman (Semi Skilled Upper)	3545.00
4	Fitter Assistant Engineer, Blacksmith, Carpenter, Turner, Welder, Electrician, Wireman, Overseer, Draftsman, Hammerman, Instrument Machanic, Cane Carrier Engine Driver, Turbine Driver, Manufacturing Chemist, Dispenser, Male Nurse, Cane Development Inspector, Cane Supervisor, Tailor Master (Skilled Lower)	3642.00

Serial No.	Categories	Minimum Rates or Wages per mensem (in Rs.)
5	Head Fitter, Engineer, Blacksmith Carpenter Electrician, Overseer, Instrument Mechanic, Turbine Driver, Cane Carrier, Engine Driver, Lab. Chemist	3929.00
6	Clerk, Cane Clerk, Time Keeper, Salesman, Conductor, Store-keeper etc.	3704.00
7	Accountant, Graduate Clerk, Sugar Sales Assistant, Supervisor, Car Driver, Cashier, Muneem, Steno-typist	3898.00
8	Truck/Bus/Tempu Driver, Stenographer, Supervisor, Medical Officer	4375.00

40. Dealers in Tent, Crokery and Household Goods

Serial No.	Categories	Minimum Rates or Wages per mensem (in Rs.)
1	Helper, Sweeper, Chowkidar, General Labour, Peon, Packer, Rehriwala, Loader	3200.00
2	Tamboowala, Repairer, Assistant Tailor, Assistant Decorator, Electrician, S.S.Upper	3386.00
3	Repairer Tailor, Decorator, Electrician (Semi Skilled Upper)	3545.00
4	Electrician, Tailor, Decorator (Skilled Upper)	3929.00
5	Clerk, Salesman, Storekeeper	3704.00
6	Light Vehicle Driver, Accountant, Graduate, Clerk, Cashier, Stenotypist	3898.00
7	Truck/Tempo Driver, Stenographer, Supervisor	4375.00

41. Brick Kiln Industry

Serial No.	Categories	Minimum Rates or Wages
1	2	3
CATEGORY 'A'		
<i>Piece rate wages</i>		
1	Pathera:	
	(a) Moulder of bricks	(a) Rs. 248.32 per 1000 bricks moulded including Jamadari Commission
	(b) Moulding of tiles	(b) Rs. 281.55 per 1000 tiles moulded including Jamadari Commission
Or		
		(a) Rs. 231.13 per 1000 bricks moulded without Jamadari Commission (<i>See Note 1 below</i>).
		(b) Rs. 265.85 per 1000 tiles moulded without Jamadari Commission.
2	Bharai Wala (loading of bricks into kiln)	(a) Rs. 93.80 per 1000 bricks loaded in kiln provided the distance from the field to the kiln is up to 400 metres beyond this distance an additional wages of Rs. 6.96 paise per 1000 brick for every additional 100 metres or part thereof shall be paid. These rates will be applicable to the Donkeys/Khacher loader, Rehri Jhota, Thela etc. (Animal driven).

1	2	3
		(b) Rs. 79.58 loading by the tempo, truck etc. (Mechanical driven) or any other vehicles up to 1000 metres beyond this distance an additional wages of Rs. 4.97 for 1000 bricks for every additional 400 metres or thereof shall be paid.
		(c) Rs. 65.60 per 1000 bricks loaded or unloaded in trucks/trolleys.
3	Chunai Wala(Placing of bricks into kiln)	Rs. 17.82 per 1000 bricks (placing of bricks into kiln vessel).
4	Keri Wala	Rs. 15.56 per 1000 bricks over which the keris is spread.
5	(a) Mistry (b) Coalman (c) Jalaiwala burning of (Bricks)	} Rs. 46.88 per 1000 bricks burnt by a batch of 4 one of them being a mistry will get Rs. 25.37 per day more than the rest of the batch (<i>See note 2 below</i>).
6	Nikasi Wala	
		Rs. 62.49 per 1000 bricks taken out of the kiln vessel.

Note:—

1. Jamadar or Pathera as employed on monthly wages will not be entitled to Jamadari Commission either payable by the owner or the patheras.
2. After working out of the daily earning of the batch of 4 workers per day, the first six rupees and ninety paise shall be given to the Mistry and the balance shall be equally divided among the four workers. The owner shall also provide free of cost utensils and fuel to the Mistry Incharge of the batch of 4 workmen at serial No.5 or in lieu thereof shall pay him Rs. 403.00 per month.

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Serial No.	Categories	Minimum Rates Neutralization
1	2	3
1	Pathera (moulding of Bricks)	46 Paise per 1000 bricks moulded per point.
2	Bharai Wala (loading of bricks into kiln)	15.56 Paise per 1000 bricks moulded per point.
3	Chunai Wala (placing of bricks into kiln)	4.16 Paise per 1000 bricks placed in the kiln per point.
4	Keri Wala	2.85 Paise per 1000 bricks per point.
5	(a) Coalman	7.62 Paise per 1000 bricks burnt by batch of including Mistry per point.
	(b) Jalai Wala (burning of Bricks)	
6	Nikasi Wala	7.62 Paise per 1000 bricks Taken out of the kiln vessel per point.

CATEGORY 'B'

1	Munshi (Clerk)	3704.00
2	All unskilled workers like Chowkidar, Nalkewala, on loading or unloading trucks Coalman [not included in category 5(a) etc.]	3200.00
3	Jamadar (other than those employed on Commission basis)	3258.00
4	Car Driver	3898.00
5	Truck Driver	4375.00
6	Cleaner	3200.00

42. Dealers Dealing in Steel Trunks, Drums, Steel Safes, Vaults and Almirah, Sanitary and Plumbing Fixtures and Fitting of Metals.

Serial No.	Categories	Minimum Rates of Wages per mensem (in Rs.)
1	Helper, Peon, Chowkidar, Cleaner, Sweeper, Labeler, Rickshawman.	3200.00
2	Karigar, Press Operator, Spray Painter, Plumber, Fitter, Vaults Welder (Semi Skilled Upper)	3545.00
3	Karigar, Press Operator, Spray Painter, Plumber, Fitter, Vaults Welder (Semi Skilled Lower)	3386.00
4	Clerk, Storekeeper, Salesman.	3704.00
5	L.V. Driver, Graduate Clerk, Cashier, Purchase Assistant.	3898.00

43. Private Hospitals Clinics Dispensaries, Nursing Homes and Medical Shops.

Serial No.	Categories	Minimum Rates of Wages per mensem (in Rs.)
1	Security Staff, Peon, Public Relation Attendant, Store Head, Hosted Ayah Kitchen Helper, Bottle Cleaner, Safai Wala, Malsi Labourer, Laundry man, Ward Aides Assistant Cook, Bearer, Store Helper, Departmental Aides, Sweeper, Chowkidar, Mali, Ward Boy, Theatre, Helper, Tailor, Helper, Lady Ward Attendant, Shop Boy.	3200.00

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Serial No.	Categories	Minimum Rates of Wages per mensem (in Rs.)
2	Pharmacy Attendant Anaesthesia, dental and Ward Attendant, Dai, Head Security staff, Darkroom Assistant, Assistant Animal House Keeper, Painter Assistant Steward, Purchasing Scout, Labour Supervisor Boiler, Attendant, Sanitation Attendant, Ward Technician, Guide Maintenance, Technician, Laboratory Attendant, ECG and EEG/X-Ray Attendant.	3545.00
3	Assistant Carpenter, Steward, Mechanic Grade-II, Assistant Carpenter, Assistant Plumber, Assistant Dispenser, Junior Electrician, Junior Radiographer, Junior Theatre Assistant, ANM Junior Laboratory Technician, Limb-maker, Shoemaker.	3929.00
4	Carpenter, Machinist, Plumber, Dispenser, Radiographer, Theatre Assistant Dental, Assistant Ophthalmic Technician, Photographer, Optician, Audiology Technician X-Ray Technician, Phrogen Test Technician ECG Technician, Endo-scopy Technician, Turner, Laboratory Technician, Pharmacist, Lady Health Visitor, Staff Nurse, Ward Sister, Nursing Assistant, Nursing foreman, Air Conditioning Foreman Male Nurse.	4772.00
5	Medical Technologist, O.T. Scan, Technologist Perfurnionist, Dietician, Medical Social Worker, Tutor Technician, Demonstrator, Assistant, Nursing, Superintendent, Radiology Tutor, Deputy Chief Pharmacist, Lecture, House Surgeon.	5112.00

Serial No.	Categories	Minimum Rates of Wages per mensem (in Rs.)
6	Clerk, Timekeeper, Conductor, Storekeeper, Assistant Cashier, Assistant Accountant, Salesman.	3704.00
7	Accountant/Graduate Clerk, Assistant Supervisor, Car Driver, Cashier, Muneem Stenotypist.	3898.00
8	Truck/Bus Tempo Driver, Supervisor/Stenographer.	4375.00

44. Hair Dressing such as those done by Barbers Hairs Dressing, Saloons, Beauty Shops

Serial No.	Categories	Minimum Rates of Wages per mensem (in Rs.)
1	Helper, Sweeper, Peon, Chowkidar, General Labourer.	3200.00
2	Shaving boy, Hair Cutter/ Stylist, Masseur Threading Girl, Assistant Dyer, Semi Skilled 'A' Lower.	3386.00
3	Shaving boy, Hair Cutter, Masseur, Threading Girl, Hair Dresser, Make up Girl, Assistant Beautician Semi Skilled 'B' Upper.	3545.00
4	Beautician, Hair Dresser, Bridal Make up lady Pedicure, Menicure.	3929.00
5	Clerk, Salesman, Storekeeper.	3704.00
6	Car Driver, Graduate Clerk, Accountant Assistant Supervisor, Cashier, Stenotypist.	3898.00



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45. Agriculture :

Sr. No.	Category	Minimum rates of Wages per mensem
1	2	3
1	Attached Labour (whole time servant)	Rs. 24582.00 consolidated per annum with meals of food grains equivalent thereof.
2	Ploughing Embanking, Sowing and Manuring	Rs. 129.20 per day Without meals or Rs. 113.68 per day with meals.
3	Transplanting of Rice: (a) Japanese method	Rs. 168.16 per Kanal with meals
	(b) Traditional method	Rs. 70.64 per Kanal with meals.
4	Weeding	Rs. 129.20 per day Without meals or Rs. 113.68 per day with meals.
		OR
		Rs. 113.68 per day with meals.
5	Irrigation	Rs. 129.20 per day Without meals or Rs. 113.68 per day with meals.
		OR
		Rs. 113.68 per day with meals.
6	Harvesting of Wheat	One bhari per day or 1/20th of Harvested wheat or cash equivalent thereof.

Sr.No.	Category	Minimum rates of Wages per mensem
1	2	3
7	Thrashing of Wheat	Rs. 162.35 per day with meals. OR Rs. 134.96 per day with meals.
	Winnowing including carriage of grains and stocking of Bhusa	1/20 of winnoed grains.
	Jhoka (for stocker employed On Gur making)	1.25 kg. gur per 40 kg. of gur produced.
	Picking of Cotton.	1/16th of the Kapas picked. OR Rs. 3.47 per kg.
	Picking of chillies.	1/10th of the chillies picked.
	Thrashing of Paddy	8 kg. per quintal of paddy Thrashed.
	Blacksmith/Carpenter who is employed in operation incidental to or in conjunction with farming.	Rs. 188.08 per day with meals.
	Tractor Driver	Rs.3265.68 per month.
	Harvesting of groundnut or any other crop other than wheat .	Rs. 129.20 per day without meals.
	Tubewell operator	Rs. 4122.88 per month.
	Driver harvesting Combine— Self propelled	Rs. 4704.72 per month.
	Tractor Driver	Rs. 4415.76 per month.
	Mali	Rs. 3576.08 per month.
	Other Operation	Rs. 129.20 per day without meals OR Rs.113.68 per day with meals.

Note.— I-A.-The hour of work and overtime shall be as laid down in the Minimum Wages Act,1948 and the Rules framed thereunder.

46 Dealers in Medicines and Chemicals

Sr. No.	Category	Minimum rates of Wages per mensem
1	Helper Peon, Sweeper, Packer, Chowkidar, General Labour, Laboratory Attendant	3200.00
2	Laboratory Assistant, Salesman (Semi Skilled Upper)	3545.00
3	Laboratory Assistant, Salesman (Semi Skilled Lower)	3386.00
4	Pharmacist, Dispenser, Chemist, Analyst, Medical Representative, Representative (Skilled Upper)	4185.00
5	Pharmacist, Dispenser, Chemist (Skilled Lower)	3929.00
6	Clerk, Storekeeper	3704.00
7	L.V. Driver, Accountant, Assistant, Supervisor, Cashier, Steno-typist	3898.00
8	Truck/Tempo Driver, Stenographer	4375.00

47. Dealers in Photographic and Optical Goods

Sr. No.	Category	Minimum rates of Wages per mensem (in Rs.)
1	Helper, Sweeper, Packer, Chowkidar, Pasteman.	3200.00
2	Dark-room Attendant, Laboratory Technician Developer, Assistant Machine Operator, Electrician, Mechanic, Laboratory Attendant	3545.00
3	Video Film-maker, Machine Operator, Sound Recorder, Photographer, Agents, Optical Technician, Supervisor	3929.00

Sr. No.	Category	Minimum rates of Wages per mensem (in Rs.)
4	Clerk, Representative, Salesman, Store-keeper Purchase Clerk, Ugrahia	3704.00
5	L.V. Driver, Graduate Clerk, Cashier Accountant, Stenotypist.	3898.00

48. Tailors and Ready-Made Garments Manufacturer

Sr. No.	Category	Minimum rates of Wages per mensem (in Rs.)
1	Unskilled Worker, Like Peon, Chowkidar, Sweeper, General Labour, Representative	3200.00
2	Clerk, Timekeeper, Salesman, Storekeeper	3704.00
3	Accountant, Graduate Clerk, Assistant Supervisor, Car Driver, Cashier, Steno-typist, Ugrahia, Muneem, Sticher, Cutter, Embroiderer, Tailor, Machinist, Electrician	3808.00
4	Truck. Bus. Tempo Driver, Supervisor, Stenographer.	4375.00

Serial No.	Articles Piece Rate Wages	Rs. Per Piece
1	Gents Shirts	60.19
2	Gents Trousers	93.85
3	Gents/Ladies Coat	309.42
4	Ladies Shirt	37.20
5	Ladies Salwar	15.04
6	Ladies Blouse	25.23

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Serial No.	Articles Piece Rate Wages	Rs. Per Piece
7	Ladies Blouse with lining	33.88
8	Petti Coat	11.84

Note.— The rates of neutralisation per point on the rise or fall in Consumer Price Index Numbers of piece rate wages will be as under :—

Serial No.	Articles	Rate per Piece Per point (in Rs.)
1	Gents Shirts	10.41
2	Gents Trousers	18.24
3	Gents/Ladies Coat	51.33
4	Ladies Shirt	6.24
5	Ladies Salwar	2.59
6	Blouse	4.15
7	Blouse with lining	5.72
8	Petti Coat	1.76

49. Forestry and Logging

Serial No.	Categories	Minimum rates of Wages per mensem (in Rs.)
1	Helper, Packer, Sweeper, Chowkidar, General Labour, Mazdoor, Peon, Loader, Reriwala	3200.00
2	Assistant Mistry, Trolleyman, Cutterman, Helper, Plainer, Mali	3545.00
3	Band Saw Mistry, Head Mistry, Plainer Mistry, Turner	3929.00
4	Clerk, Storekeeper	3704.00
5	Light Vehicle Driver, Accountant, Graduate Clerk, Cashier	3898.00
6	Truck/Tempo/Tractor Driver, Stenographer, Supervisor, Foreman	4375.00

50. Dealers in Electrical and Electrical Goods including Radio, Television, Gramophones, Public address equipments watch clock and repair shops

Serial No.	Categories	Minimum rates of Wages per mensem(in Rs.)
1	Helper, Packer, Sweeper, Chowkidar, Peon, Khalasi, Worker Cleaner	3200.00
13	Electrician, Technician, Mechanic, Repairer, Mechanist, Winder Tester, Wireman, Assembler Tinsmith, Solderer, Foreman, Assistant Supervisor, Mistry Driller (S.S.Upper)	3545.00
14	Ditto (Semi Skilled Lower)	3386.00
15	Ditto (Skilled Upper)	3929.00
16	Clerk, Storekeeper, Salesman	3704.00
17	L.V. Driver, Graduate, Clerk, Assistant Supervisor, Cashier, Accountant, Assistant , Stenotypists, Diesel Engine Operator	3898.00
18	H.V.Driver, Stenographer, Supervisor, Timekeeper, Purchase Assistant	4375.00

51. Dealers in Book Sellers Stationers and Book Binders

Serial No.	Categories	Minimum rates of Wages per mensem (in Rs.)
1	Helper, Packer, Labourer, Peon, Chowkidar, Cleaner, Sweeper Pasteman	3200.00
2	Cutter, Mechanic, Machine Operator, Electrician Binder, Marker, Karigar (S.S.Upper)	3545.00
3	Cutter, Mechanic, Machine Operator, Electrician, Binder, Karigar Mistry (S.S.Lower)	3386.00
4	Clerk, Storekeeper, Salesman	3704.00
5	L.V.Driver, Graduate Clerk, Cashier	3898.00
6	H.V.Driver, Stenographer, Timekeeper, Purchase Assistant	4345.00

52. Utensil Shops

Serial No.	Categories	Minimum rates of Wages per mensem (in Rs.)
1	Helper, General Labourer, Peon, Sweeper, Packer, Hawker	3200.00
2	Salesman, Clerk, Storekeeper	3704.00
3	Cashier, Accountant	3898.00
4	Light Vehicle Driver, Engraver	3898.00

53. Laundries, Services and Cleaning and Dyeing Plants

Serial No.	Categories	Minimum rates of Wages per mensem (in Rs.)
1	Helper, Peon, Chowkidar, Cleaner, Sweeper, Labourer, Rickshawala	3200.00
2	Pressman, Machineman, Darner, Tailor, Boilerman, Checker, Washerman, Dyer, Stitcher	3545.00
3	Pressman, Machineman, Darner, Tailor, Boilerman, Checker, Washerman, Dyer, Laundryman (Semi Skilled Lower)	3386.00
4	Dyeing Master, Cutterman, Laundryman, Pressman (Skilled Upper)	3929.00
5	Clerk, Storekeeper, Salesman	3704.00
6	L.V. Driver, Graduate Clerk, Cashier, Receptionist, Purchase Assistant, Accountant	3898.00

Note.— 1(a) 'Unskilled' work is one which involves simple operations requiring little or no skill on the job.

54.—57. Construction and maintenance of Roads or Building Operation, Operation of Tubewells Industry. Public Works Department, Public Health and Public Works Department (Irrigation Branch)

Serial No.	Class of employees	Monthly Wages. (in Rs.)	Daily Wages (in Rs.)
1	Unskilled, Chowkidar/Cleaner/ Beldar, Mali, Oilman, Helper	3200.00	123.12
2	Fitter, Collie.	3200.00	123.12

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Serial No.	Class of Employees	Monthly Wages. (in Rs.)	Daily Wages (in Rs.)
3	Concrete/Hand Mixer/ Daffedar/Survey/Khalasi/ Head Mali/Head Survey Khalasi	3938.00	151.44
4	Mate	3938.00	151.44
5	Tar Sprayer/Bajri Speader/ Boilerman/Handle man, Hobee Driver, Quarry Operator, Jumperman, Hammerman	3938.00	151.44
6	Thatcher/Sewer/Helper	4184.00	160.96
7	Boatman	4369.00	168.08
8	Floor Polisher, White Washer, Bhishti (with Mashak)	4516.00	173.76
9	Blacksmith, Carpenter, Fitter, Distemperer, Brick Layer(Class-I) Stone Mason (Class-II) Stone Chistler (Class-I) Pipe Fitter (Class-I) Plasterer, Mason (Class-I) /Water Pump Driver, Mechanical Driver, Diesel/Electric Motor Mixer Driver, Stone Crusher, Mechanical Operator, Plumber, Painter, Spirit, Polisher, Air Conditioner Operator, Tubewell Operator	5809.00	223.36
10	Well Sinker	8724.00	335.06

58. Section 2(k) of the Factories Act, 1948

Serial No.	Class of Employees	All inclusive minimum rates of Wages	
		Monthly (in Rs.)	Daily (in Rs.)
1	UN-SKILLED : Labourer, Skin Cleaner, Skin Sorter, Peon, Fireman, Helper, Packer, Watchman, Chowkidar, Gardener, Sweeper, Mazdoor, Loader, Un-loader, Khalasi, Mali, Gatekeeper, Security Guard, Rehriwala, Messenger, Kohar, Masalshi, Kneeder, Telephone Attendant any other Unskilled Worker	3200.00	123.12
2	SEMI-SKILLED 'A' LOWER Kinariwala, Assistant Machineman, Assistant, Mistry, Ployvenly Chloride, Welder, Assistant, Fitter, Junior Operator, Assistant Electrician, Assistant Operator, Assistant Moulder, Boiler Attendant, Assistant Bearer, Assistant Halwai, Book Binder, Book Stitcher, Brusher, Washer, Assistant Wireman, Shaver, Buffer, Assistant Mixerman, Assistant Achar Muraba Maker, Deliverman Kattai Wala, any other semi-skilled Worker (Lower)	3386.00	130.24
3	SEMI-SKILLED 'B' UPPER Kinariwala, Machineman, Mistry, Welder, Moulder, Boiler, Attendant, Mechanic Electrician, Machine Operator, Weaver, Laboratory, Chemist, Brusher, Washer, Shaver, Buffer, Wireman, Boiler Attendant, Mason, Electroplator, Assistant Die-maker, Assistant Latherman, Assistant Shaperman, Assistant Technician, Glass Blower, Mixer-man Operator, any other semi-skilled worker (Upper)	3545.00	136.40

Serial No.	Class of Employees	All inclusive minimum rates of Wages	
		Monthly (in Rs.)	Daily (in Rs.)
4	SKILLED 'A' LOWER Glass Blower, Grindingman, Mistry, Electrician Mason, Machineman, Electroplator, Turner, Polishman, Buffingman, Cutter, Tailor, Operator, Moulder, Wireman, Blowing-man, Gratuation man, Artist, Die maker, Dig-maker, Chief Chemist, Latherman, Shaper-man, Candy Plant Attendant, Freezer Operator, Clitcher, Lusshters, Foreman Wireman, Technician, Design Cutter, Upper Sewing Spinning Master, Carpenter, Boiler-man, Fitter Grinding Machineman, Machine Fitter, Mixerman, Achar Muraba Maker, Film Repairer, Kattaiwala, Cameraman, any other skiller worker (Lower)	3642.00	140.08
5	SKILLED 'B' (UPPER) Glass Blower, Grindingman, Mistry, Electrician Mason, Machineman, Electroplator, Wireman, Operator, Moulder, Blowing-man, Turner, Polishing Cutter, Tailor, Operator Moulder, Blowingman, Gratuation man, Artist, Dig maker, Die-maker, Latherman, Shaper-man, Candy Plant Operator, Refregeration Mechanic Clitches, Lusshters, Finisher Stitcher, Rafoogar, Shoemaker, Engineer, Dip, Holder Candleman, Design Cutter, Spinning Master, Machine Operator, Boilerman, Fitter Repairer, Cameraman and other skiller worker (Upper)	3929.00	151.12

Serial No.	Class of Employees	All inclusive minimum rates of Wages	
		Monthly (in Rs.)	Daily (in Rs.)
6	Clerk, Time Keeper, Salesman, Conductor, Storekeeper, Receptionist etc.	3704.00	142.48
7	Accountant, Graduate Clerk, Assistant Supervisor, Car Driver, Cashier, Muneem, Steno-typist, Ugrahia, Computer Operator	3898.00	149.92
8	Truck/Bus/Tempo/Driver, Supervisor, Stenographer	4375.00	168.24

Note:—

- (a) 'Unskilled' work is one, which involves simple operations requiring little or no skill on the job;
- (b) 'Semi-skilled' work is one, which involves some degree of skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes un-skilled supervisory work.

59 Section 2(i) (VIII) of the Punjab Shops and Commercial Establishment Act, 1958

Serial No.	Class of Employees	All inclusive minimum rates of Wages	
		Monthly (in Rs.)	Daily (in Rs.)
1	UN-SKILLED: Labourer, Skin Cleaner, Skin Sorter, Peon, Fireman, Helper, Packer, Watchman, Chowkidar, Gardener, Sweeper, Mazdoor, Loader, Un-loader, Khalasi, Mali, Gatekeeper, Security Guard, Rehriwala, Messenger, Kohar, Masalshi, Kneeder, Telephone Attendant any other Unskilled Worker.	3200.00	123.12

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Serial No.	Class of Employees	All inclusive minimum rates of Wages	
		Monthly (in Rs.)	Daily (in Rs.)
2	SEMI-SKILLED 'A' LOWER Kinariwala, Assistant Machineman, Assistant, Mistry, Ployvenly Chloride, Welder, Assistant, Fitter, Junior Operator, Assistant Electrician, Assistant Operator, Assistant Moulder, Boiler Attendant, Assistant Bearer, Assistant Halwai, Book Binder, Book Stitcher, Brusher, Washer, Assistant Wireman, Shaver, Buffer, Assistant Mixerman, Assistant Achar Muraba Maker, Deliveryman Kattai Wala, any other semi-skilled Worker (Lower)	3386.00	130.24
3	SEMI-SKILLED 'B' UPPER Kinariwala, Machineman, Mistry, Welder, Moulder, Boiler, Attendant, Mechanic Electrician, Machine Operator, Weaver, Laboratory, Chemist, Brusher, Washer, Shaver, Buffer, Wireman, Boiler Attendant, Mason, Electroplator, Assistant Die-maker, Assistant Latherman, Assistant Shaperman, Assistant Technician, Glass Blower, Mixer-man Operator, any other semi-skilled worker (Upper)	3545.00	136.40
4	SKILLED 'A' LOWER Glass Blower, Grindingman, Mistry, Electrician Mason, Machineman, Electroplator, Turner, Polishman, Buffingman, Cutter, Tailor, Operator, Moulder, Wireman, Blowing-man, Gratuation man, Artist, Die maker, Dig-maker, Chief Chemist, Latheman, Shaper-man, Candy Plant Attendant,	3642.00	140.08

Serial No.	Class of Employees	All inclusive minimum rates of Wages	
		Monthly (in Rs.)	Daily (in Rs.)
	Freezer Operator, Clitcher, Lusshters, Foreman Wireman, Technician, Design Cutter, Upper Sewing Spinning Master, Carpenter, Boiler-man, Fitter Grinding Machineman, Machine Fitter, Mixerman, Achar Muraba Maker, Film Repairer, Kattaiwala, Cameraman, any other skiller worker (Lower)		
5	SKILLED 'B' (UPPER) Glass Blower, Grindingman, Mistry, Electrician Mason, Machineman, Electroplator, Wireman, Operator, Moulder, Blowing-man, Turner, Polishing Cutter, Tailor, Operator Moulder, Blowingman, Gratuation man, Artist, Dig maker, Die-maker, Latherman, Shaper-man, Candy Plant Operator, Refregeration Mechanic Clitches, Lusshters, Finisher Stitcher, Rafoogar, Shoemaker, Engineer, Dip, Holder Candleman, Design Cutter, Spinning Master, Machine Operator, Boilerman, Fitter Repairer, Cameraman, and other skiller worker (Upper)	3929.00	151.12
6	Clerk, Time Keeper, Salesman, Conductor, Storekeeper, Receptionist etc.	3704.00	142.48
7	Accountant, Graduate Clerk, Assistant Supervisor, Car Driver, Cashier, Muneem, Steno-typist, Ugrahia Computer Operator etc.	3898.00	149.92
8	Truck/Bus/Tempo/Driver, Supervisor, Stenographer	4375.00	168.24

60. Potteries Ceramics and Refractory Industry :

Serial No.	Class of Employees	All inclusive minimum rates of Wages	
		Monthly (in Rs.)	Daily (in Rs.)
1	UN-SKILLED: Labourer, Skin Cleaner, Skin Sorter, Peon, Fireman, Helper, Packer, Watchman, Chowkidar, Gardener, Sweeper, Mazdoor, Loader, Un-loader, Khalasi, Mali, Gatekeeper, Security Guard, Rehriwala, Messenger, Kohar, Masalshi, Kneeder, Telephone Attendant any other Unskilled Worker	3200.00	123.12
2	SEMI-SKILLED 'A' LOWER Kinariwala, Assistant Machineman, Assistant, Mistry, Ployvenly Chloride, Welder, Assistant, Fitter, Junior Operator, Assistant Electrician, Assistant Operator, Assistant Moulder, Boiler Attendant, Assistant Bearer, Assistant Halwai, Book Binder, Book Stitcher, Brusher, Washer, Assistant Wireman, Shaver, Buffer, Assistant Mixerman, Assistant Achar Muraba Maker, Deliverman Kattai Wala, any other semi-skilled Worker (Lower)	3386.00	130.24
3	SEMI-SKILLED 'B' UPPER Kinariwala, Machineman, Mistry, Welder, Moulder, Boiler, Attendant, Mechanic Electrician, Machine Operator, Weaver, Laboratory, Chemist, Brusher, Washer, Shaver, Buffer, Wireman, Boiler Attendant, Mason, Electroplator, Assistant Die-maker, Assistant Latherman, Assistant Shaperman, Assistant Technician, Glass Blower, Mixer-man Operator, any other semi-skilled worker (Upper)	3545.00	136.40

Serial No.	Class of Employees	All inclusive minimum rates of Wages	
		Monthly (in Rs.)	Daily (in Rs.)
4	SKILLED 'A' LOWER Glass Blower, Grindingman, Mistry, Electrician Mason, Machineman, Electroplator, Turner, Polishman, Buffingman, Cutter, Tailor, Operator, Moulder, Wireman, Blowing-man, Gratuation man, Artist, Die maker, Dig-maker, Chief Chemist, Latheman, Shaper-man, Candy Plant Attendant, Freezer Operator, Clitcher, Lusshters, Foreman Wireman, Technician, Design Cutter, Upper Sewing Spinning Master, Carpenter, Boiler-man, Fitter Grinding Machineman, Machine Fitter, Mixerman, Achar Muraba Maker, Film Repairer, Kattaiwala, Cameraman, any other skiller worker (Lower)	3642.00	140.08
5	SKILLED 'B' (UPPER) Glass Blower, Grindingman, Mistry, Electrician Mason, Machineman, Electroplator, Wireman, Operator, Moulder, Blowing-man, Turner, Polishing Cutter, Tailor, Operator Moulder, Blowingman, Gratuation man, Artist, Dig maker, Die-maker, Latherman, Shaper-man, Candy Plant Operator, Refregeration Mechanic Clitches, Lusshters, Finisher Stitcher. Rafoogar, Shoemaker, Engineer, Dip, Holder Candleman, Design Cutter, Spinning Master, Machine Operator, Boilerman, Fitter Repairer, Cameraman, and other skiller worker (Upper)	3929.00	151.12
6	Clerk, Time Keeper, Salesman, Conductor, Storekeeper, Receptionist etc.	3704.00	142.48

Serial No.	Class of Employees	All inclusive minimum rates of Wages	
		Monthly (in Rs.)	Daily (in Rs.)
7	Accountant, Graduate Clerk, Assistant Supervisor, Car Driver, Cashier, Muneem, Steno-typist	3898.00	149.92
8	Truck/Bus/Tempo/Driver, Supervisor, Stenographer	4375.00	168.24

Notes:-

1. (a) "Unskilled" work is one, which involves simple operation requiring little or no skill on the job.
 - (b) "Semi-skilled" work is one, which involves some degree of skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of a skilled employee and includes un-skilled supervisory work.
 - (c) "Skilled" work is one, which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.
2. Classification of employee such as unskilled, Semi-skilled, skilled and highly skilled in scheduled employment would remain unchanged and would continue to be the same as detailed in the earlier notification in respect of each scheduled employment. However, in employments where there was no such categorisation of various categories of employees in the previous notifications fixing or revising rates of wages, the employee would be entitled to the upper rates of the relevant category.
 3. The above minimum rates of wages are linked with Consumer Price Index Numbers (State Series 1987=100) with average Consumer Price Index Numbers of all centres of the last six months ending August, 2008 as the base. Neutralisation will be provided at the rate of Rs.6.00 per point in the case of monthly rated employees, and 0.23 paise per point in case of daily rated employees on the rise or fall of the Consumer Price Index Number (Punjab Series). Adjustment of wages will be made after an interval of six months, i.e. on 1st March and 1st September of every year taking the average of Consumer Price Index Numbers of all the centres for the last six months from the aforesaid dates for which Consumer Price Index Numbers are compiled by the Punjab Government. First adjustment to be made with effect from 1st March, 2009.

4. The minimum rates of wages shall not fall below the notified level even if the Consumer Price Index Number falls below the level pertaining to the base period.
5. Wages for apprentice are to be regulated under the Apprentice Act, 1961 (No. 52 of 1961). Trainees (other than the un-skilled workers) are to be paid not less than 50 per cent of the relevant minimum wages for the first six months where after they shall be eligible to receive the full rate of minimum wages pertaining to their employment.
6. There will be no difference between wages for men and women employees and amongst adult, disabled and child employees.
7. If any category of workers employed in the employment is not mentioned specifically by name, he shall not be paid less than the minimum wages fixed for similar category having same skill.
8. The employees whose minimum wages in the scheduled employments have been fixed/revised with piece rate, their wages for the weekly/substituted rest day shall be the average daily wage of the wages earned during the previous month.
9. The minimum daily rates of wages of employees include the wages of weekly/substituted rest day.
10. Where any of the above categories of workmen are engaged/employed through a contractor, the occupier/the principal employer will be personally responsible for ensuring the payment of the minimum rates of wages by the contractor.

ONLY FOR SUGAR INDUSTRY IN ADDITION TO ABOVE :

11. The employees of this employment shall be paid wages as per recommendations of the Sugar Wages Board or as fixed under the Minimum Wages Act, 1948, whichever is higher.
12. The employments, which are not covered under the recommendations of the Sugar Wages Board, shall be paid such wages, as are fixed under the Minimum Wages Act, 1948.

P. RAM,
Principal Secretary to Government of Punjab,
Department of Labour.