

OFFICE OF LABOUR COMMISSIONER, PUNJAB
S.C.O.NO. 47-48, (STATISTICAL SECTION), SECTOR-17E, CHNDIGARH.

No.ST/ 28009

Dated: 23.10.2018

ADJUSTMENT OF MINIMUM RATES OF WAGES W.E.F. 01.09.2018 IN THE STATE OF PUNJAB

The minimum rates of wages for Un-skilled workers and for Other categories of workers in respect of 73 employments. Vide notification No.S.O.22/C.A./II/1948/S.S3 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. According to Notification minimum rates of wages has been fixed with average C.P.I base index ending August, 2013. The details of C.P.I. numbers and adjusted minimum rates of wages in these employments are given in following tables:-

Sr. No	Name of the Centre	03/18	04/18	05/18	06/18	07/18	08/18	Total	Average
1.	Amritsar	297	295	296	298	319	321	1826	304.33
2.	Jalandhar	292	292	290	291	304	303	1772	295.33
3.	Ludhiana	276	278	278	281	286	286	1685	280.83
	Total:-	865	865	864	870	909	910		880.49

Average of six centre's : $\frac{880.49}{3} = 293.49$

1. Average CPI Numbers for six months ending August, 2013 (base index) = 227
2. Average CPI Numbers for six months ending August, 2018 = 293.49
3. Increase in points from the base index (293.49-227) = 66.49
4. Percentage Increase in wages = 29.29
5. The wages for un-skilled workers Rs. 8077.71 for monthly rated, Rs. 311.12 for daily rated and Rs. 38.89 hourly rated workers .

TABLE No. I

Sr. No.	Categorie s	W.E.F 1/9/2013 Monthly Daily Per Hour.	W.E.F. 1/3/2014 Monthly Daily Per Hour.	W.E.F 1/9/2014 Monthly Daily Per Hour.	W.E.F 1/3/2015 Monthly Daily Per Hour.	W.E.F 1/9/2015 Monthly Daily Per Hour.	W.E.F 1/3/2016 Monthly Daily Per Hour.	W.E.F 1/9/2016 Monthly Daily Per Hour.	W.E.F 1/3/2017 Monthly Daily Per Hour.	W.E.F 1/9/2017 Monthly Daily Per Hour.	W.E.F 1/3/2018 Monthly Daily Per Hour.	W.E.F 1/9/2018 Monthly Daily Per Hour.
1.	Un-Skilled	6247.75 240.64 30.08	6467.67 249.11 31.13	6660.10 256.52 32.06	6853.15 263.95 32.99	6935.62 267.13 33.39	7210.52 277.72 34.71	7458.56 287.27 35.90	7568.52 291.51 36.43	7623.50 293.62 36.70	7852.17 302.41 37.78	8077.71 311.12 38.59
2.	Semi-Skilled	7027.75 270.64 33.88	7247.67 279.11 34.93	7440.10 286.52 35.86	7633.15 293.95 36.79	7715.62 297.13 37.19	7990.52 307.72 38.51	8238.56 317.27 39.70	8348.52 321.51 40.23	8403.50 323.62 40.50	8632.17 332.41 41.59	8857.71 341.12 42.69
3.	Skilled	7924.75 305.14 38.18	8144.67 313.61 39.23	8337.10 321.02 40.16	8530.15 328.45 41.09	8612.62 331.63 41.49	8887.52 342.22 42.81	9135.56 351.77 44.00	9245.52 356.01 44.53	9300.50 358.12 44.80	9529.17 366.91 45.89	9754.71 375.62 46.99
4.	Highly-Skilled	8956.75 344.84 43.18	9176.67 353.31 44.23	9369.10 360.72 45.16	9562.15 368.15 46.09	9644.62 371.33 46.49	9919.52 381.92 47.81	10167.56 391.47 49.00	10277.52 395.71 49.53	10332.50 397.82 49.80	10561.17 406.61 50.89	10786.71 415.32 51.99
Local Authorities and the Boards, Corporations or any agency under the control of the Govt. of Punjab in respect of the Staff employed through outsourcing or employed casually or on daily wages.												
5.	Staff Category-A	11417.75 439.54 54.98	11637.67 448.01 56.03	11830.10 455.42 56.96	12023.15 462.85 57.89	12105.62 466.03 58.29	12380.52 476.62 59.61	12628.56 486.17 60.80	12738.52 490.41 61.33	12793.50 492.52 61.60	13022.17 501.31 62.69	13247.71 510.02 63.79
6.	Staff Category-B	9747.75 375.34 46.98	9967.67 383.81 48.03	10160.10 391.22 48.96	10353.15 398.65 49.89	10435.62 401.83 50.29	10710.52 412.42 51.61	10958.56 421.97 52.80	11068.52 426.21 53.53	11123.50 428.32 53.60	11352.17 437.11 54.69	11577.71 445.82 55.79
7.	Staff Category-C	8247.75 317.64 39.78	8467.67 326.11 40.83	8660.10 333.52 41.76	8853.15 340.95 42.69	8935.62 344.13 43.09	9210.52 354.72 44.41	9458.56 364.27 45.60	9568.52 368.76 46.13	9623.50 370.87 46.40	9852.17 379.66 47.49	10077.71 388.37 48.59
8.	Staff Category-D	7047.75 271.44 33.98	7267.67 279.91 35.03	7460.10 287.32 35.96	7653.15 294.75 36.89	7735.62 297.93 37.29	8010.52 308.52 38.61	8258.56 318.07 39.60	8368.52 322.31 40.33	8423.50 324.42 40.60	8652.17 333.21 41.69	8877.71 341.92 42.79

TABLE No.II

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

Other Agriculture labour Daily (in Rs.)

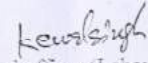

S. No.	w.e.f. (in Rs.)	Yearly (in Rs.)
1.	01-09-2013	46232.30
2.	01-03-2014	47551.82
3.	01-09-2014	48706.40
4.	01-03-2015	49864.70
5.	01-09-2015	50359.52
6.	01-03-2016	52008.92
7.	01-09-2016	53497.16
8.	01-03-2017	54156.92
9.	01.09.2017	54486.50
10.	01.03.2018	55858.82
11.	01.09.2018	57212.06

S.No.	w.e.f.	with meals (in Rs.)	without meals (in Rs.)
1.	01-09-2013	225.44	250.64
2.	01-03-2014	233.91	259.11
3.	01-09-2014	241.32	266.52
4.	01-03-2015	248.75	273.95
5.	01-09-2015	251.93	277.13
6.	01-03-2016	262.52	287.72
7.	01-09-2016	269.13	299.21
8.	01-03-2017	273.09	303.62
9.	01.09.2017	275.08	305.83
10.	01.03.2018	283.33	315.00
11.	01.09.2018	291.47	324.05

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

Sr. No.		1.9.2013	1.3.2014	1.9.2014	1.3.2015	1.9.2015	1.3.2016	1.9.2016	1.3.2017	1.9.2017	1.3.2018	1.9.2018
1	Pathera with jama-dari commission Bricks	515.02	532.08	547.02	562.00	568.40	589.74	614.83	623.89	628.42	647.27	665.86
	Tiles	573.12	590.18	605.12	620.10	626.50	647.04	664.19	664.27	669.32	720.29	740.98
2	Pathera without jamadari commission Bricks	484.92	501.98	516.92	531.90	538.30	559.64	578.89	507.43	591.69	609.44	626.95
	Tiles	545.72	562.78	577.72	592.70	599.10	620.44	651.48	661.08	665.88	685.86	705.56
3	Bharai wala Donkeys/ Khacher, loader, Rehri, jhota, Thela, etc, Animal driven.)	191.36	198.09	203.98	209.90	212.42	220.84	228.44	231.81	233.49	240.50	247.40
	Tempo. Truck (Mechanical Driven)	166.46	172.31	177.44	182.58	184.78	192.11	198.71	201.64	203.11	209.20	215.21
	Truck Trolley loading Unloading (Pacca Bricks)	142.06	147.06	151.43	155.82	157.70	163.95	169.59	172.47	173.34	178.54	183.66
4	Chunai Wala	38.46	39.81	40.99	42.18	42.69	44.38	45.91	46.59	46.92	48.33	49.72
5	Keri wala	32.36	33.49	34.49	35.49	35.92	37.34	38.63	39.20	39.48	40.67	41.83
6	Nikasi wala	122.69	127.00	130.78	134.57	136.19	141.59	146.46	148.62	149.70	154.19	158.62
7	Mistri	95.39	98.74	101.60	104.63	105.89	110.08	113.87	115.55	116.39	119.88	123.32

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


 Statistical officer (Labour)
 For Labour Commissioner Punjab.


Regulatory ALERT

30th October 2018

Regulatory ALERT



TeamLease is uniquely positioned to address the requirements in the domain of regulatory and labour law compliances. At TeamLease, our key focus is to translate the knowledge on upcoming developments in the area of Labour Law Compliances.

We thought one such way to solve that is through our, "Regulatory ALERT" system. This will provide information on recent regulatory changes happened in Labour Laws and also explains the implications and says how to implement those changes in order to make the regulatory functioning Smooth.

We had extended this platform to all our esteemed clients to create awareness on these changes in regulatory functioning so as to ensure complied in all Labour Law related areas.

Regulatory ALERT

30th October, 2018



Notifications and Circulars.

Title: Revision in Minimum Wages for the State of Punjab.

Description: As per notification, Minimum Wages has been revised for the state of Punjab with effective from 1st September 2018.

Notified on : 23rd October, 2018

Applicability: Applies to all scheduled employments as specified under Minimum Wages Act, 1948 to the **State of Punjab.**

Regulatory ALERT

30th October 2018

Team Lease Views Points and Required Actions:

Below mentioned Minimum Wages is applicable to all scheduled employments for the State of Punjab With effective from 1st September 2018

Minimum wages as on 31st August 2018				Minimum wages as on 1st September 2018			
Class of Employment	Basic Per Month	VDA Per Month	Total Per Month	Basic Per Month	VDA Per Month	Total Per Month	Difference in Total/Month
Highly skilled	10561	0	10561	10787	0	10787	226
Skilled	9529	0	9529	9755	0	9755	226
Semi Skilled	8632	0	8632	8858	0	8858	226
Unskilled	7852	0	7852	8078	0	8078	226

Overall, It is impact to the employers registered In the state of Punjab there by increase in the employee cost in order to adhere the provisions of Minimum Wages Act, 1948