

## B. D. ARORA & ASSOCIATES, ADVOCATES.

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Circular No. 103/2025

Dated: 25.12.2025

Dear friends,

The State Govt. Punjab has issued letter No.ST/24110 dated 24.12.2025 wherein they have increased the minimum wages w.e.f. 1.9.2025 to the tune of Rs.336.76 and now minimum wages w.e.f. 1.9.2025 would be Rs.11,726.40. Daily Wages would be Rs.451.01 and hourly wages would be Rs.56.37

Categories of employees	W.E.F. 01/03/2025 MONTHLY DAILY PER HOUR	W.E.F. 01/09/2025 MONTHLY DAILY PER HOUR
<b>Un-skilled:</b> (Gate-Keeper, Peon, Chowkidar, Sweeper (without machine or electric gadget) Rickshaw Puller, Poster Paster, Board Boy, Gardener, Rehri Wala, Labourer, under Matriculate Peon, Helper, Waterman, Oil man, Beldar Masalchi, Kneader, Guide, Pantry man, Hawker, Lab boy, Mazdoor, Loader-Unloader, Ward boy, Operation Theater, Lady Ward Attendant Laundry man.	11389.64 438.06 54.75	11726.40 451.01 56.37
<b>Semi-skilled:</b> Sweeper who has experience of two years or those sweepers who use electrical machine like vacuum cleaner etc. Kinariwala, Assistant Machine Man, Assistant Mistry, Assistant Electrician, Assistant Welder, Assistant Fitter, Junior Operator, Assistant Moulder, Boiler Attendant, Assistant Bearer, Assistant Halwai, Book Binder, Book Stitcher, Brusher, Washer, Assistant Wireman, Shaver, Buffer, Assistant Mixer Man, Weaver, Assistant Achar Murabba Maker, E.C.G./E.E.G/X-ray Attendant etc.	12169.64 468.06 58.50	12506.40 481.01 60.12
<b>Skilled</b> (Security Guard (Persons who have obtained training under Rule 5(1) of the Punjab Private Security Agencies (Regulation) Rules, 2007, Sewerman, Concrete and Mixer, Daffedar, Head Mali, Head Survey Khalasi, Tar Sprayer, Bajri Spreader, Boiler Man, Hammer Man, Jumper Man, Hobee Driver, Thatcher, Boatman, Glass Blower,	13066.64 502.56 62.82	13403.40 515.51 64.43

Grinding Man, Mason, Electroplater, Electrician, Pump Attendant, Welder, Wireman, Turner Gratuation Man, Candy Plant Operation, Refrigeration Mechanic, Moulder, Machine man, Engineer (Diploma Holder), Chief Chemist Rigger, Spinning Master, Black Smith, Carpenter, Camera Man, Die Maker, Video Film Maker, Photographer, Auxiliary Nurse-cum-Midwife (ANM), Assistant Dispenser, Junior Radiographer, Floor Washer, White Washer, Painter, Polish man, Buffing man, Cutter, Tailor, Artist, Lathe Man, Design Cutter, Clerk, Time Keeper, Salesman, Office Assistant, Storekeeper, Accountant, Steno-typist, Data Entry Operation, Computer Operator, Light Vehicle Driver and Conductor as defined in M.V.Act.		
<b>Highly Skilled:</b> Security Supervisor (who has obtained training as per syllabus approved by Deptt. of Technical Education and Industrial Training vide their letter dated 6.8.2009), Graduate in any discipline or any under graduate with Diploma/certificate Course in Stenography or Diploma in Computer Applications/Accountancy or Supervisory Staff who have to take independent decisions, Graduate Clerk, Sweeping Machine Operator or Sewerman with two years experience, heavy vehicle Drivers i.e. Truck, Tempo, Tractor, Bus Bulldozer, Crane Operator, Road Rollers and Harvester Combine Operator, Loco Shunt Operator, Dozer Operator, JCB Operators, Radiographer, Assistant Ophthalmic Technician, Audiology Technician, X-ray/E.C.G./E.E.G, Pharmacist, Lady Health Visitor, Nursing Superintendent, Staff Nurse, Dietician, Medical Social Worker, Demonstrator, Deputy Chief Pharmacist, House Surgeon, Radiology Superintendent, Brick Layer, Stone Chistler, Water Pump Driver, Diesel/ Electric Mixer Driver, Plumber, Well Sinker, Plaerer etc.	14098.64 542.25 67.78	14435.40 555.20 69.40

The Central Government has issued 4 new labour codes which are:-

1. The Code on Wages, 2019
2. The Industrial Relation Codes, 2020
3. The Occupation, Safety, Health and Working Condition Code, 2020
4. The Code on Social Security, 2020

I have already issued a detailed circular on 9.12.2025 and now for more clarification in the matter you can visit our You Tube Channel. Q.R. Code and link is given at the end of the circular for complete information on all new codes and other updations from time to time.

It is further pertinent to mention that there are rumors in the entire industry regarding various implications of these codes. I want to clarify that these codes are a combination of 29 various Acts and in these codes the labour law has been simplified. Over the years various statutes of labour laws were amended from time to time by the Central Government/State Government. But now with the inception of these codes all statutes have been compiled in 4 codes. The definition of wages is also very simple and you will

be astonished to know that the definition of wages was already there which is almost 100% same in Payment of Wages Act, Minimum Wages act and Payment of Bonus Act which means years back the definition of wages was the same but we ourselves complicated this definition and the Central Government had to introduce code on wages to remove all complications.

I want to clarify here that the labour laws have been simplified with the introduction of these 4 codes though there will be financial impact because if we are paying various perks, then, we will have to check whether our perks, like House Rent Allowance (HRA), Conveyance allowance (CA), special allowance (SA), Statutory bonus, employer's share of EPF etc. in total exceed basic wage rate, in that event, we will have to increase the basic wage rate or to reduce these components. But with the increase of basic wage rate our liability of EPF, ESI, Gratuity, Total cost to Company will increase.

The definition of wages in all 4 codes i.e. The Code on Wages,2019, The Industrial Relation Codes, 2020, The Occupation, Safety, Health and Working Condition Code, 2020 and The Code on Social Security, 2020 is the same and according this definition the ESI and EPF is applicable only on basic wage rate and as soon as the Central Government notifies the rules the entire picture will be clear but as per these codes ESI and EPF will be applicable only on basic wage rate which cannot be less than the minimum wage rate. **But we should wait to implement these codes till proper rules are notified by the Central Government and I expect that the new rules in respect of above mentioned labour codes will be notified in the month of April, 2026.**

In case of any difficulty or for further details, kindly contact the undersigned either personally between 5.00 p.m. to 8.00 p.m. and it is assured that full cooperation will be extended at all levels.

Yours sincerely,

(Anil Arora)  
Advocate

<https://youtube.com/@anilaroraadvocate?si=CPizM9ppMQfPvTUg>

For more information regarding new codes, you can scan our QR code

