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Circular No. 24/2025

Dated: December 24th, 2025

Subject: Implementation of Minimum Wage Rates in the State of Punjab from 01.09.2025

In accordance with the notification **S.O.22/C.A.11/1948/Ss.3 and 5/2015 dated 26.05.2015** regarding minimum wage rates, it is to inform that the minimum wage rates in the state of Punjab have been linked with the Consumer Price Index (CPI) compiled by the Labour Bureau, Government of India (Central Series 2001=100).

As per the aforementioned circular, the minimum wage rates have been determined based on the average Consumer Price Index up to the month of August 2013. The average Consumer Price Index for the six months ending August 2013 (base index) is 227.

Now, a new series of Consumer Price Index for Industrial Workers (base 2016=100) has been adopted by the Labour Bureau via letter number 114/1/2013-CPI dated 03.11.2020.

After correlating the new series of Consumer Price Index for Industrial Workers (base 2016=100) with the old series (base 2001=100), the average Consumer Price Index for the six months from **March, 2025 to August, 2025 is 426.06**. Accordingly, the minimum wage rates for unskilled workers from **01.09.2025** have been fixed at **₹11726.40**.

The details of the minimum wage rates for various employments are provided in the table below:

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CATEGORY OF SCHEDULED EMPLOYMENT AS PER GOVERNMENT OF PUNJAB NOTIFICATION NO. S.O.22/C.A.11/1948/Ss.3 and 5/2015 dated 26.05.2015	ADJUSTMENT OF MINIMUM RATE OF WAGES		
	W.E.F. - 01/09/2025 (Indian Rupees)		
<u>UNSKILLED</u>	Monthly	Daily	Hourly Rated
“Unskilled” work is one, which involves simple operation requiring little or no skill on the job. Some of the commonly used designations in various scheduled employments are as under:- Gate keeper, Peon, Chowkidar, Sweeper (without machine or electric gadget), Rickshaw Puller, Poster Paster, Board Boy, Gardener, Rehriwala, Labourer, under matriculate peon, helper, waterman, Oil man, Beldar, Masalchi, Kneader, Guide, Pantry man, Hawker, Lab boy, Mazdoor, Loader- Un loader, Ward boy, Operation theatre helper, Lady ward Attendant, Laundry man.	11726.40	451.01	56.37
With Two Meals, Two Times Tea and Lodging	10226.40	393.32	49.17
With Two Meals and Two Times Tea	11226.40	431.78	53.97

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<u>SEMI-SKILLED</u>			
<p>“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 unskilled supervisory work.</p> <p>Or</p> <p>A person having a certificate course or equivalent diploma in that particular trade from an ITI. A trainee or an apprentice who has completed his training under the Apprenticeship Act, 1961 will also be considered as a Semi-skilled worker.</p> <p>Or</p> <p>Un-skilled employees who work with the same employer for ten years continuously shall be placed in the Semi- skilled category.</p> <p>Some of the commonly used designation of Semi skilled employees in various scheduled employments are as under:-</p> <p>Sweeper who has experience of two years or those sweepers who use electrical machines 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.</p>	12506.40	481.01	60.12
With Two Meals, Two Times Tea and Lodging	11006.40	423.32	52.92
With Two Meals and Two Times Tea	12006.40	461.78	57.72

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SKILLED

“Skilled Work” means work which involves skill or competence acquired through experience on the job or through training as an apprentice in a technical or vocational institute.

OR

A person who has a diploma of three years from any Polytechnic College in a particular trade shall be treated as a Skilled worker and it also includes a trained security guard, light vehicle driver and a conductor as defined in Motor Vehicle Act, 1988.

OR

Semi-skilled employees who work with the same employer for five years continuously shall be placed in the Skilled category.

Some of the commonly used designation of Skilled employees in various scheduled employments are as under:-

Security Guard (Persons who have obtained training under Rule 5(1) of the Punjab Private Security Agencies (Regulation) Rules, 2007, Sewer man, 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, Grinding Man, Mason, Electroplater, Electrician, Pump Attendant, Welder, Wireman, Turner, Graduation Man, Candy Plant Operator, 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 Operator, Computer Operator.

With Two Meals, Two Times Tea and Lodging

With Two Meals and Two Times Tea

13403.40

515.51

64.43

11903.40

457.82

57.23

12903.40

496.28

62.04

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SKILLED

“Highly Skilled Work” means a work which calls for a degree of perfection and full competence in the performance of certain tasks, including clerical work acquired through intensive technical or professional training or practical work experience for certain reasonable period and also require of an worker to assume responsibility for the judgment or decision involved in the execution of these tasks.

OR

A person who has been duly declared a Graduate in Engineering or in any other special or other professional trade from a Government recognized institution, Board or University.

Some of the commonly used designation of highly skilled employees I various scheduled employments are as under:

Security Supervisor (who has obtained training as per syllabus approved by Department of Technical Education and Industrial Training vide their letter dated 6.8.2009), Graduate in any discipline or an 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 2 year experience, heavy vehicle driver i.e. truck, tempo, tractor, bus, bulldozer, crane operator, road rollers and harvester combine operator, Loco Shunt operator, dozer operator, JCB operators, Radiographers, Assistant Opthamalic 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, Plasterer etc.

14435.40

555.20

69.40

With Two Meals, Two Times Tea and Lodging

12935.40

497.52

62.19

With Two Meals and Two Times Tea

13935.40

535.98

67.00

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<u>Staff</u>			
Category A A person having a Post Graduation Degree/ MBA/Marketing Finance Human Resources Development and/or Company Secretary or equivalent or any professional degree. (Above highly skilled category)	16896.40	649.86	81.23
Category B Graduate in any discipline or any under Graduate with Diploma in Stenography Computer Applications Accountancy and supervisory staff who have to take independent decisions. (Equivalent to highly skilled category).	15226.40	585.63	73.20
Category C A person who is above matriculate but not graduate or undergraduate with certificate of Steno typist/Computer Application Data Entry Operator or Accountancy. It includes timekeeper, salesman, Assistant and storekeeper. (Equivalent to skilled Workers).	13726.40	527.93	65.99
Category D Any Class-TV employee (casual, through contractor or contract basis who is matriculate (Equivalent to Semiskilled Category).	12526.40	481.78	60.22

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Implementation of New Labour Codes (2025)

A historic shift has occurred in the Indian labour landscape with the **implementation of the four Labour Codes—the Code on Wages (2019), Industrial Relations Code (2020), Code on Social Security (2020), and OSH Code (2020)—effective from November 21, 2025**. These codes rationalise 29 existing laws into a unified framework. A critical change for employers is the **uniform definition of "Wages,"** which now dictates that allowances cannot exceed 50% of the total compensation, directly impacting PF and gratuity calculations. Additionally, the new regime ensures **timely payment of wages** (by the 7th of the month) and grants statutory social security benefits to **gig and platform workers** for the first time. Employers are advised to immediately audit their salary structures and HR policies to align with these codes to avoid significant penalties.

ESIC SPREE Initiative: Employers are encouraged to leverage the ESI "SPREE" scheme, designed to bring unregistered units and employees into the social security fold. Under this scheme, employers can voluntarily register their establishments and employees without facing the heavy penalties typically associated with past non-compliance. It provides a "clean slate" opportunity for businesses to regularize their ESI contributions (currently due by the 15th of every month) and ensures that all eligible workers gain immediate access to medical and cash benefits, thereby reducing the employer's direct liability in case of workplace injuries.

Recent Case Laws for Employer Guidance

Recent judicial pronouncements highlight the increasing focus on strict compliance and worker rights:

- **Supreme Court on Minimum Wages in Compensation Claims (2024):** In *Angad Tiwari vs. National Insurance Company*, the Hon'ble Supreme Court held that while fixing income for legal claims, courts and tribunals **must not fix wages below the minimum wage** notified by the state. This reinforces the status of minimum wages as a non-negotiable legal floor.
- **Supreme Court on Direct vs. Contractual Engagement (2025):** In *Shripal & Anr. vs. Respondent Employer* (January 31, 2025), the Court observed that long-term, continuous work under direct supervision (such as maintenance or horticulture) can lead to claims of a **direct employer-employee relationship**, even if the employer claims the worker was contractual. Employers should ensure clear documentation and avoid direct supervision of contractor-supplied labour to prevent such liabilities.
- **High Court Guidance on Arrears:** Recent rulings emphasize that any revision in minimum wages with retrospective effect (as is common with CPI-linked adjustments) must be settled by the employer promptly to avoid interest-bearing claims and "Inspector-cum-Facilitator" interventions under the new Codes.

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COMPLIANCES CHECK LIST

S.No.	Enactment	Compliance	Due Date
1	Employees' Provident Fund & Miscellaneous Provisions Act, 1952	Deposit of Monthly Challan	Pay online By 15th of Every Month
2	Employees' State Insurance Corporation Act, 1948	Deposit of Monthly Challan	Pay online By 15th of Every Month
3	The Factories Act, 1948	Deposit of Factory License Fees	Pay Online By 30th November
4	The Payment of Bonus Act, 1965	Annual Return Form D	By February
5	The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996	Registration of Establishment within 60 days from commencement Vide Form 1 and Deposit 1% of the cost of Construction to Labour Office	As per the progress in Construction Work
6	The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996	Annual Return By Principal Employer	By 15th February
7	The Contract Labour (Regulation and Abolition) Act, 1970	Half Yearly Returns by Contractor	By 30th January and 30th July
8	The Contract Labour (Regulation and Abolition) Act, 1970	Annual Return By Principal Employer	By 15 February
9	The Employees' Compensation Act, 1923	Serious Bodily Injuries or Fatal Accident	Report within 7 days of accident
10	The Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959	Quarterly Returns	Every Quarter ending i.e. 31st March, 30th June, 30th September, 31st December
11	The Maternity Benefit Act, 1961	Annual Return	By 21st January
12	The Payment of Gratuity Act, 1972	Notice of Applicability of The Act	Display
13	The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013	Annual Return	By 31st January
14	Payment of Labour Welfare Fund	Half Yearly	By April 15 th and October 15 th every year

All enquiries in any matter related to Employment Laws are always welcomed and resolved with our well trained and proficient team of well experienced staff, you can also visit at our office in any legal or allied matter between 08:30 A.M. to 08:00 P.M.

Yours Sincerely

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